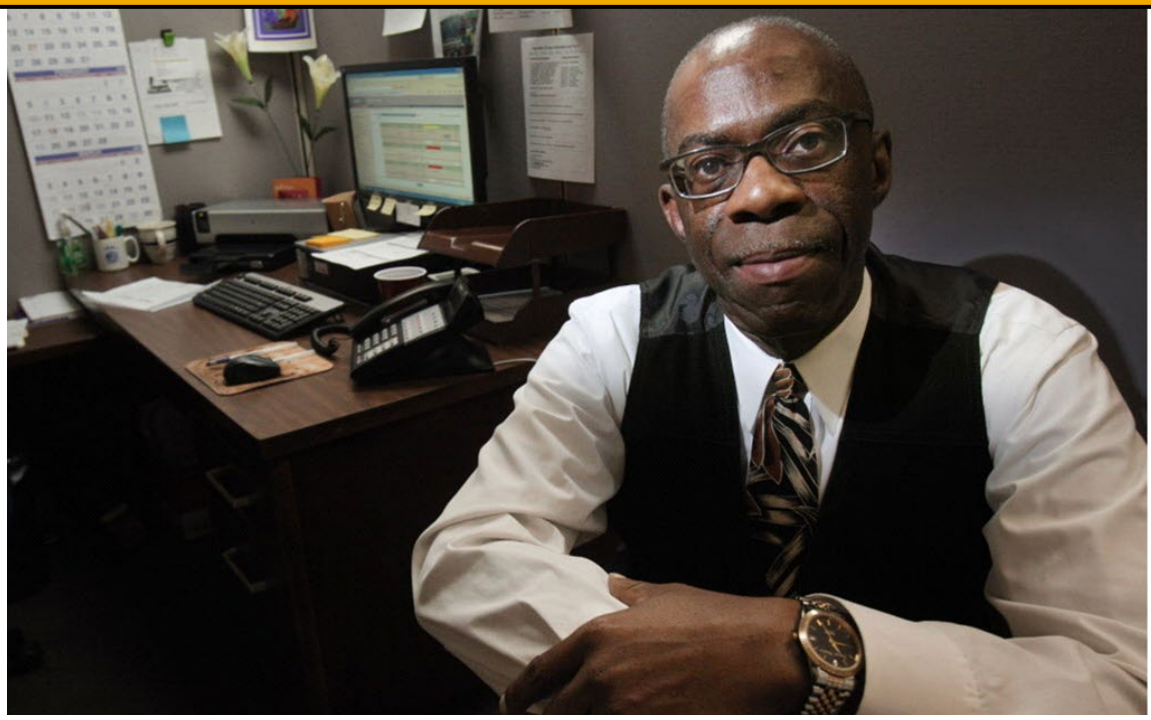
MISSOURI DEPARTMENT OF HEALTH & SENIOR SERVICES

PY 2024-2027

Missouri's Senior Community Service Employment Program State Plan



Bureau of Senior Programs
Department of Health and Senior Services
PY 2024-2027

SENIOR COMMUNITY SERVICE EMPLOYMENT STATE PLAN 2024-2027

Verification of Intent

Senior Community Services Employment Program (SCSEP) State Plan
Missouri Department of Health and Senior Services
Division of Senior and Disability Services
www.health.mo.gov

VERIFICATION OF INTENT

In accordance with the Older Americans Act (OAA) of 1965, as amended, the Department of Health and Senior Services hereby submits the Missouri SCSEP State Plan for Program Years 2024 through 2027. The Division of Senior and Disability Services has been designated and given authority by the Governor of the State of Missouri to develop and administer the SCSEP State Plan in compliance with all requirements under Title V of the OAA as amended and reauthorized in 2020.

The SCSEP State Plan is hereby approved by Governor Michael L. Parson and constitutes authorization to proceed with activities contained within the plan upon approval from the United States Department of Labor, Employment and Training Administration.

3/6/24 — Melanie Highland
(Date) — Director, Division of Senior & Disability Services

3/6/24 — Donna I. Nicholson
(Date) — Director, Department of Health & Senior Services

I hereby respectfully submit on this 11th day of March, 2024, the Missouri SCSEP State Plan for the approval by the Department of Labor, Employment and Training Administration.

Governor, State of Missouri

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Purpose of the State Plan

The Senior Community Service Employment Program (SCSEP) is a federally-funded initiative administered by the United States Department of Labor (USDOL) to assist unemployed, low-income individuals aged 55 and older. Established under Title V of the Older Americans Act (OAA), SCSEP aims to provide older adults with meaningful opportunities for community service while enhancing their employability.

Participants in SCSEP engage in part-time, community-based assignments that align with their skills and interests. These assignments span various fields, including education, health care, social services and nonprofit organizations. Through these experiences, older adults contribute to their communities and gain valuable work-related skills, boosting their self-confidence and marketability in the labor force.

SCSEP emphasizes the importance of collaboration between state and local workforce agencies and a network of community-based organizations to effectively address the unique needs of older job seekers. Additionally, SCSEP strongly emphasizes partnerships with employers to facilitate participants' transition into unsubsidized employment opportunities.

To qualify for SCSEP, individuals must be at least 55 years old, unemployed and have an income that does not exceed 125% of the federal poverty level. Eligible participants receive on-the-job training, skill development and supportive services tailored to their needs. These services aim to equip older job seekers with the tools necessary to secure sustainable and unsubsidized employment beyond their participation in SCSEP.

The program recognizes the diverse talents and experiences of older adults, fostering an inclusive environment that values the unique contributions of each participant. As participants progress through the program, they receive ongoing support, mentorship and access to additional training opportunities, enhancing their readiness for the evolving job market.

Section 503(a) of the OAA requires the Governor of each state to submit a state plan for consideration and approval. This four-year plan outlines the strategy for statewide provision of community service training and other authorized activities for eligible individuals. Governor Michael Parson has designated the Missouri Department of Health and Senior Services' (DHSS) Division of Senior and Disability Services (DSDS) as the responsible agency for developing and administering the SCSEP state plan. SCSEP has its roots in the Economic Opportunity Act of 1964, a landmark piece of legislation signed into law by President Lyndon B. Johnson. This act aimed to address poverty and promote economic opportunity for all Americans. Under the umbrella of the Economic Opportunity Act, the Green Thumb program was initiated in the late 1960s as a pilot project. Green Thumb specifically targeted unemployed, low-income individuals aged 55 and older, placing them in community service positions.

In 1973, the Green Thumb program was officially incorporated into the Older Americans Act, becoming the Community Service Employment for Older Americans (CSEOA) program. This marked the formal establishment of a comprehensive initiative focused on utilizing the skills and experiences of older Americans in community service while addressing their employment needs.

Over the years, the program underwent various changes and refinements. In 2006, the Older Americans Act was reauthorized, further emphasizing the importance of workforce development for older adults. As part of this reauthorization, the program was renamed the Senior Community Service Employment Program (SCSEP), reflecting its dedication to serving the older adult population.

SCSEP's evolution continued with subsequent reauthorizations of the Older Americans Act, which provided updates and adjustments to better align the program with the changing economic landscape and the needs of older workers. The program has consistently adapted to meet the challenges of older job seekers, emphasizing the importance of providing training and supportive services to enhance participants' employability.

Today, SCSEP operates as a vital component of the workforce development system in the United States. It remains committed to helping older adults maintain economic self-sufficiency through community service opportunities, on-the-job training and supportive services, reflecting the ongoing commitment to the principles established in the Economic Opportunity Act of 1964.

Involvement of Organizations and Individuals

The state plan is intended to foster coordination among the various SCSEP grantees and sub-recipients operating within the state and to facilitate the efforts of stakeholders. 20 CFR 641.300 specifically names state and local boards under WIOA. DHSS worked to include not only required stakeholders but also other related entities. Through meetings held virtually and in person, several state departments and organizations provided insight into their programs and services, inviting collaborations and partnerships to advance the goals of SCSEP. Participating in the collaboration meetings were representatives from:

- Missouri Department of Corrections (DOC)
- Missouri Department of Mental Health (DMH)
- Missouri Department of Social Services (DSS)
- Missouri Department of Higher Education and Workforce Development (DHEWD)
- Missouri Department of Health and Senior Services (DHSS)
- Central Missouri Workforce Development Board (CM-WDB)
- Brain Injury Association of Missouri
- AARP Foundation (both a national grantee, and a state and national sub-grantee)
- MERS/Goodwill (a state sub-grantee, also representing national grantee, Goodwill Industries International)
- Northeast Missouri Area Agency on Aging (AAA)

Invited partners who were unable to participate in the in-person collaboration meeting include SER Jobs for Progress National, directors from Workforce Development Boards (WDBs) from other areas of the state, nine of the 10 Area Agencies on Aging (AAAs) directors, representation from the Missouri Council on Aging, Missouri Chamber of Commerce, Missouri Department of Elementary and Secondary Education Vocational Rehabilitation, and state contractors for Senior Independent Living Programs and the Customized Caregiver Training and Relief Program. National grantee National Caucus and Center on Black Aged was not in attendance but was represented by their sub-grantee AARP Foundation.

A second stakeholder meeting was held virtually to ensure all partners' perspectives were included in the state plan. National grantees, AARP Foundation, Goodwill Industries International (GII) and SER Jobs for Progress National were in attendance. Representatives from the 13 WDBs, DHEWD's senior manager, and the 10 AAAs offered input. In addition to serving as the designee and state administrator of SCSEP, DHSS serves as the State Unit on Aging under OAA. DHSS works closely with Missouri's AAAs to ensure that OAA is executed fully. This includes SCSEP.

Solicitation and Collection of Public Comments

The draft state plan was posted to the DHSS website at Health.Mo.Gov for public comment. The draft state plan was also shared with the collaboration group for comment. DSDS shared the draft state plan with the DSDS stakeholder listserv to solicit additional feedback from aging stakeholders. (See Attachment A—Public Comments)

Economic Projections and Impact

Long-term projections for jobs in industries and occupations in the state that may provide employment opportunities for older workers. (20 CFR 641.302(d)).

Bi-annually, the Missouri Economic Research and Information Center (MERIC) produces industry and occupation projections for a 10-year period. The COVID-19 pandemic seriously impacted the most recent 2020-2030 projections. 2020 recorded significant job losses due to the pandemic. Therefore, base-year

data indicates relatively low employment. Due to that low base year and recovery of lost jobs due to the pandemic, high growth is projected between 2020 and 2030.[i]

The occupations projected to see the most significant net increase in employment are Food Preparation and Related Occupations and Personal Care and Service Occupations. The pandemic greatly impacted both occupations, and much of the growth is the recovery of jobs lost.[ii]

Figure 1: Long-Term Occupational Projections 2020-2030

Occupation	Estimated Employment 2020	Projected Employment 2030	Net Change	Percent
Food Preparation and Serving Related Occupations	228,051	273,499	45,448	19.9%
Personal Care and Service Occupations	73,488	85,184	11,696	15.9%
Computer and Mathematical Occupations	96,974	110,737	13,763	14.2%
Healthcare Support Occupations	143,906	160,559	16,653	11.6%
Transportation and Material Moving Occupations	241,949	269,200	27,251	11.3%
Life, Physical, and Social Science Occupations	19,047	21,121	2,074	10.9%
Legal Occupations	24,102	26,569	2,467	10.2%
Architecture and Engineering Occupations	38,404	42,318	3,914	10.2%
Arts, Design, Entertainment, Sports, and Media Occupations	41,923	46,185	4,262	10.2%
Management Occupations	163,163	178,470	15,307	9.4%

MERIC classifies job positions as Now, Next, and Later:

- Now jobs typically require a high school education or less and short-term training.
- Next jobs require more specific moderate to long-term training and education beyond high school.
- Later jobs are those that need extensive training and post-secondary education.

The majority of SCSEP participants are looking for employment in the Now category. MERIC has identified the top job outlook for Now positions, detailed in the table below.[iii]

Information about job outlook and growth in occupational fields is shared with SCSEP participants during enrollment and each Individual Employment Plan (IEP) meeting and reassessment.

Figure 2: Now Top Job Outlook

Occupation Title	Annual Openings	Average Annual Wage
Fast Food and Counter Workers	14,092	$24,580
Home Health and Personal Care Aides	10,800	$25,840
Waiters and Waitresses	10,041	$23,880
Stockers and Order Fillers	7,930	$30,120
Customer Service Representatives	6,825	$36,580
Laborers and Freight, Stock, and Material Movers, Hand	6,808	$33,360
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	5,721	$29,550
Childcare Workers	3,222	$25,150
Maids and Housekeeping Cleaners	3,025	$24,260

How the long-term job projections discussed in the economic analysis section of the strategic plan relate to the types of unsubsidized jobs for which SCSEP participants will train and the types of skills training provided. (20 CFR 641.302(d))

Based on the top jobs projected by MERIC, several standard skill sets translate to many of the long-term jobs. For instance, direct service positions require excellent communication and customer service skills, organization and a working knowledge of basic technology. This includes personal care and service occupations listed in the long-term occupation predictions, and the home health and personal care aides listed in the Now top jobs. These skill sets are similar to those needed in some of the other long-term occupations predicted by MERIC.

SCSEP host agencies have the capacity to offer training positions that expand the current knowledge level of the participants and expand skills to help them achieve unsubsidized employment in the jobs identified by MERIC. Depending on the employment goals of the SCSEP participant, some host agencies can accommodate more specific training, including food safety certifications and training related to health care, janitorial and childcare. Sub-grantees strive to ensure that host agencies are available in each county that can provide the skills necessary to advance the employment goals of SCSEP participants.

Current and projected employment opportunities in Missouri and the types of skills possessed by eligible individuals. (20 CFR 641.325(c)).

Missouri's top jobs offer opportunities for SCSEP participants. Many positions do not require higher education, and the skills needed to succeed are easily attainable through SCSEP host agencies. Participants interested in advancing specific skills will be placed in host agencies best suited to developing those skills to prepare participants for unsubsidized employment.

Many participants in Missouri SCSEP seek part-time employment to supplement pension, social security or other income they may already be receiving. Each participant works with their case manager to develop an IEP. The IEP defines employment goals and identifies action steps needed to achieve those goals. The goals and action steps are unique to the participant, but many desired skills are transferrable to many occupations. The skills participants work to attain as part of training may include digital literacy skills, interpersonal and communication skills and time management. Skills unique to certain occupations include driving safety, janitorial skills, basic maintenance protocols, child development or software programs specific to a particular organization. Developing skills in these areas enables SCSEP

participants to secure employment in food service, food distribution, retail, maintenance, administrative assistance and case management.

Service Delivery and Coordination

When stakeholders gathered to discuss collaboration for the SCSEP State Plan, three overarching needs surfaced:

1. Ongoing collaboration of vested stakeholders from the aging and employment sectors.
2. Outreach and education surrounding SCSEP and the value of older adults in the workforce.
3. Collaboration with employers to assess their needs to ensure participants can build these skills through the program to ensure exits for unsubsidized employment.

DHSS will develop a statewide employment collaborative of state department officials that work with employment programs, regional workforce development board (WDB) directors, AAAs and other vested partners in the aging and employment sectors. The collaborative will meet twice a year to share program information, learn about additional resources, provide education about older workers, find ways to identify and support targeted populations, identify potential employers to hire participants and strengthen SCSEP.

In September 2023, DHSS celebrated National Employ Older Workers Week by highlighting the benefits of hiring older workers. A statewide campaign was held, and nominations were accepted for SCSEP Host Agency of the Year, SCSEP Participant of the Year, and Missouri's Outstanding Older Worker of the Year (an award given to an older worker outside SCSEP). Missouri Governor Michael Parson presented awards at the Missouri State Capitol on Sept. 27, 2023.

Based on the success of this outreach campaign, DHSS will develop a more comprehensive outreach and marketing campaign highlighting the benefits of older workers in the workforce and SCSEP. To be successful, SCSEP must be embedded within existing employment systems and employer networks. DHSS will work with existing employment and training programs identified by the employment collaborative to ensure that SCSEP has wide recognition. Representatives from state and national grantees will engage with identified partners, providing program information and opportunities to participate. Employers and apprenticeship programs will be included, focusing on meaningful employment as a social driver of health.

Working with entities such as the Missouri Chamber of Commerce, Associated Industries of Missouri and Missouri Small Business Development Centers (SBDC), DHSS will begin a dialogue to share the benefits of Job Centers and SCSEP with employers. Working with employers directly can guide sub-grantees to seek host agencies offering specific training and developing meaningful skills for local employers. Ensuring that SCSEP is on the pulse of high-quality and desirable training will assist SCSEP participants in gaining unsubsidized employment.

Actions to be taken to coordinate SCSEP with other programs.

Actions to coordinate activities of SCSEP grantees with WIOA Title I programs, including plans for using the WIOA one-stop delivery system and its partners to serve individuals aged 55 and older. (20 CFR 641.302(g), 641.325(e))

The OAA mandates SCSEP to partner with the Missouri Job Centers and local WDBs. This partnership ensures that SCSEP offers various services from a comprehensive employment and training options menu for all population groups. The Workforce Innovation and Opportunity Act (WIOA) further strengthened the partnership between SCSEP and the Missouri Job Centers.

Memorandums of Understanding (MOUs) exist between sub-grantees and WDBs to work collaboratively to ensure a continuum of integrated services. Those services include mentoring, individual-based support and the opportunity to participate in skills-based training and retention programs through co-enrollment. Job Centers also serve as SCSEP host agencies, providing training for customer service and office

management skills. Case managers with the sub-grantees also work with Job Center staff to assist with participants and offer courses for older workers.

In 2020, most in-person services and programs at the Job Centers were halted. Some have been slow to return. This is due to staff vacancies, new staff training and other more pressing priorities. As these temporary barriers are resolved, local job Centers will reinstate two specific in-person activities that benefit SCSEP participants. The two activities are being entered into the MO Jobs database and "job clubs" for older adults or justice-involved adults. In the past, all SCSEP participants were entered into the MO Jobs database, which identifies candidates based on employer keyword searches. While some SCSEP participants are entered, there isn't a process to ensure they all are. WDB directors will work with Job Center staff to ensure all participant information is entered.

Job clubs are peer groups that meet for six weeks to train together, offer support to each other, work with employers to gain employment skills and learn best practices. Older adults and justice-involved individuals have clubs specifically designed to meet their needs. Job Center staff will work to reinstitute these job clubs to benefit participants.

There are several areas for collaboration between SCSEP and WIOA programs:

- DHSS will connect with WIOA Training Employment Administrators of Missouri (TEAM) to introduce SCSEP. Significant staff turnover has occurred in the job centers, and new staff may not be as familiar with SCSEP. National grantees and state sub-grantees will be invited to TEAM meetings to encourage collaboration at the local level.
- DHSS and national grantees will engage with Workforce Development and the local WDB's Business Service Teams to collaborate on employer engagement.
- SCSEP national grantees and Missouri's sub-grantees will employ a generic email for referrals and share that referral email with Job Center staff to prevent gaps in service due to staff turnover within the job centers or SCSEP.
- Job Center staff will make appropriate referrals to SCSEP for eligible individuals who would benefit from the program.
- SCSEP staff will make appropriate referrals to Job Centers for eligible individuals who would benefit from the program.
- DHSS and DHEWD will enter into an MOU to share information about job seekers who may be eligible for SCSEP. Information about SCSEP will be sent to those individuals. This would be a statewide initiative.
- SCSEP participants who have reached their durational limit and have not obtained unsubsidized employment will have a warm handoff from the SCSEP case manager to the Job Center employee, with specific time scheduled to work with the participant to improve outcomes.
- SCSEP case managers will work with Job Center staff to ensure employment training or workshops are explicitly geared to older adults.
- DHSS will assist in connecting sub-grantee case managers with local representatives from the Disabled Veterans' Outreach Program (DVOP). The DVOPs conduct outreach to help their participants in overcoming barriers to employment. DVOPs are familiar with supportive services and employer needs in their geographic areas. SCSEP case managers can partner with DVOPs to identify services and employers that may benefit SCSEP veteran participants.

Actions to coordinate activities of SCSEP grantees with the activities the State will carry out under the other titles of the OAA. (20 CFR 641.302(h))

The OAA funds various programs and services supporting older adults' health, independence and wellbeing. One of the programs under the OAA is SCSEP. The OAA and SCSEP work together to support the needs of older Americans and improve their quality of life. Title III of the OAA outlines supportive services to be provided by AAAs. Missouri's 10 AAAs provide services to aging Missourians. SCSEP case managers partner with AAAs to support eligible SCSEP participants with services such as meals, benefits counseling, transportation, home modification, recreation, health-related programming, etc.

To expand collaboration with OAA entities, SCSEP grantees will work with AAAs to reach senior centers across the state and encourage them to serve as SCSEP Host Agencies. Participants training in senior centers can increase skills in customer service, food service, maintenance, janitorial and administrative support. Senior centers will also have the knowledge and tools to refer people to SCSEP appropriately.

Actions to coordinate SCSEP with other private and public entities and programs that provide services to older Americans, such as community and faith-based organizations, transportation programs and programs for those with special needs or disabilities. (20 CFR 641.302(i))

The state's grantees work to educate local communities about SCSEP and the opportunities it provides to individuals and businesses. To reach target populations, DHSS will work with grantees to engage with organizations that serve those target populations. Partnerships with organizations such as the Kansas City Indian Center, Hispanic Chamber of Commerce of Metropolitan St. Louis and OCA-Asian Pacific American Advocates are integral to advancing SCSEP within target populations.

DHSS will work to make grantees aware of Community Action Agencies in their geographic areas to serve as host agencies, provide supportive services to participants and address specific community needs that pose barriers to employment.

The Brain Injury Association of Missouri's (BIA-MO) mission is to reduce the incidence of brain injury, to promote the acceptance, independence and productivity of persons with brain injury, and to support their families. BIA-MO proposes to facilitate brain injury screening for SCSEP participants. The purpose of such screening would be to identify those who may have a brain injury to offer support and additional resources that can assist in securing unsubsidized employment. BIA-MO can also be a referral point for qualifying individuals involved in their programs.

Actions to coordinate SCSEP with other labor market and job training initiatives. (20 CFR 641.302G))

State agencies offer employment programs that can intersect and serve as referral agencies for SCSEP. Through ongoing participation of state agencies through the employment collaborative (as described on page seven), there will be greater education about SCSEP and other employment programs across agencies. Understanding the intersection between programs will bring about a greater willingness to partner for the benefit of all programs. Some examples of that intersection include:

- Missouri Department of Corrections (DOC) is part of the Reentry 2030 Initiative, which places reentry centers in prisons. Individuals in 11 Missouri prisons can access MO Jobs, Career Edge and job fairs with employers offering second chance programs. Specific vocational opportunities and accompanying certifications are available for those within 12 months of release. Incarcerated individuals are also able to obtain their birth certificate and state-issued ID. Having this documentation aids in the individual being able to gain employment. DOC also partners with Missouri Highway Patrol to provide written driver's permit tests to inmates whose licenses have expired while incarcerated so that the individuals may take the driving test upon release.
- DHSS will work with DOC to access the Second Chance Employers List. Access to this list will enable SCSEP case managers to work more effectively with formerly incarcerated participants to assist them in gaining unsubsidized employment.
- DHSS will share information about SCSEP with probation and parole officers.
- DOC will make Probation and Parole Office information available to Missouri SCSEP sub-grantees and National SCSEP grantees. (See Attachment B)
- DOC will share information with DHSS about bonding programs for employment.
- Missouri Department of Mental Health (DMH) offers Missouri Talent Pathways. This registered apprenticeship program combines on-the-job training with related technical training to expand the number of Direct Support Professionals (DSP). This program offers the opportunity to intersect with SCSEP to gain specific care-related skills to assist someone in obtaining unsubsidized employment as a DSP.
- Missouri Department of Social Services (DSS) offers programs to assist in removing barriers that prevent individuals from obtaining and maintaining employment.

- DSS operates regionally located collaborative Nexus groups. The group comprises employment service providers and local businesses working together to expand employment opportunities for individuals with barriers to employment. Missouri grantees will attend local Nexus meetings. Information will be shared with national grantees as well.
- SkillUP is also available for older Missourians who qualify for Supplemental Nutrition Assistance Program (SNAP). This is another way for SCSEP to intersect with other programs, both giving and receiving referrals.
- Missouri Department of Elementary and Secondary Education's (DESE) Vocational Rehabilitation (VR) and the United States Department of Education's (DOE) Rehabilitation Services for the Blind (RSB) offer opportunities to partner with SCSEP to provide services for eligible individuals to access programs for post-secondary credentials. This includes training programs, disability-related accommodations and support services necessary for successfully participating in and completing the training activity.

Actions the State will take to ensure that SCSEP is an active partner in the one-stop delivery system and the steps the State will take to encourage and improve coordination with the one-stop delivery system. (20 CFR 641.335)

Collaboration between the WIOA's One-Stop Delivery system and SCSEP is paramount for participants' success. By developing the statewide employment collaborative, DHSS can ensure that ongoing communication continues with WDB staff, Job Center staff, national SCSEP grantees and state SCSEP grantees. This ensures that programs and processes benefit all parties and that expectations are understood. DHSS will explore the possibility of entering into an MOU with DHEWD's Office of Workforce Development to access information about individuals potentially eligible for SCSEP who have exited Job Center services without achieving employment.

DHSS will encourage all SCSEP providers to work closely with their local WDBs (see Attachment C) as part of their MOU process to maintain a working relationship with the staff at the Job Center offices.

Ongoing activities would include:

- Job Centers providing office or meeting space for SCSEP case managers to work with eligible job seekers.
- Job Center staff and SCSEP case managers working together to provide SCSEP orientation workshops for staff and eligible job seekers.
- Job Center office staff referring those who are SCSEP eligible.
- Job Center offices serving as host agencies.
- Job Center offices providing appropriate community service training assignments for SCSEP participants.
- SCSEP providers and Job Center staff encouraging SCSEP participants to attend employment fairs.
- SCSEP providers and Job Center staff encourage SCSEP participants to participate in employability skills training offered through Job Centers.

Long-term strategy for engaging employers to develop and promote opportunities for the placement of SCSEP participants in unsubsidized employment. (20 CFR 641.302(e))

The ultimate goal of SCSEP is to place participants in unsubsidized employment for sustained self-sufficiency. State and national SCSEP grantees will work toward strengthening relationships with agencies and organizations that hire and train SCSEP participants. Grantees will collaborate with training and educational institutions to assist participants in resume writing and interviewing skills. The grantees will identify which jobs are desired by participants and available in each area and provide the necessary training, including but not limited to computer training, job readiness, appropriate workplace behavior, specialized software training and soft skills training. Grantees will work with participants to overcome barriers that could prevent their retention in unsubsidized employment through follow-up and the provision

of support services. State and national grantees will work closely with partners in the employment collaborative to identify potential employers to hire SCSEP participants.

Retention of employment will continue to be an area of focus. Sub-grantees contact participants who exit the program for unsubsidized employment monthly to ensure they have the support and resources needed to maintain their employment status. Sub-grantees also contact the employer at least quarterly for the first year after participants exit the program. These calls allow the sub-grantees to see if the employer has any concerns with the former participant and, if so, ask if they may offer assistance to help keep the participant employed. These connections have proven successful, and it is a practice that will continue. The MERS Goodwill Program Director created a newsletter, which is mailed to former participants to inform them of resources and other information to help them retain employment. This is another way of staying connected with former participants to remind them that SCSEP is available even after they exit the program.

Follow-up will also occur with participants who exit the program for reasons other than employment to determine if they have become subsequently employed, inform them of potential job leads and ensure they have the resources they need to succeed. This follow-up may help collect information that otherwise would not have been available.

Long-term strategy for serving minorities under SCSEP. (20 CFR 641.302 (C))

Based on the Program Year (PY) 2021 Minority Report, Missouri's state and national grantees have areas for growth to better serve minority populations. Across the state, the Asian population is underserved. To address this disparity, DHSS will work with its sub-grantees and national grantees to connect with organizations that provide services to Asian Americans and Pacific Islanders. DHSS has identified three organizations that could provide insight into working with this population: OCA-Asian Pacific American Advocates, Bilingual International Assistant Services (BIAS), and Don Bosco Senior Center. Hispanic and American Indian populations are also underserved. To connect with organizations working with Hispanic populations, DHSS will provide national grantees with information about the Greater Kansas City Hispanic Collaborative and the Hispanic Chamber of Commerce of Metropolitan St. Louis. The Washington M. Buder Center for American Indian Studies and the Kansas City Indian Center are resources that can be utilized to reach Missouri's American Indian populations.

Overall, the disparities are not significant and can easily be rectified by cultivating relationships with trusted organizations working with underserved populations. Both state and national grantees will work with these organizations to inform and educate them on the SCSEP program and the referral process. Figure 3 breaks the state of Missouri down into regions served by each of the grantees and the minority populations within each of the areas. Populations in which the census percentage is greater than the percentage served by SCSEP are highlighted.

Figure 3: Minority Report Statistics for Missouri

Grantee: Missouri			
Race/Ethnicity	**SCSEP % Enrolled**	**Census % Population**	**% Difference**
Minority Overall	51.80%	26.80%	193.30%
Hispanic	2.70%	2.40%	112.50%
Black	47.80%	20%	239%
Asian	0.40%	1.70%	23.50%
American Indian	1.30%	0.50%	260%
Pacific Islander	0.40%	0.00%	NA

Grantee: AARP Foundation			
Race/Ethnicity	SCSEP % Enrolled	Census % Population	% Difference
Minority Overall	85.80%	43.90%	195.40%
Hispanic	1.70%	3.20%	65.60%
Black	84.40%	36.10%	233.80%
Asian	0.70%	2.20%	31.80%
American Indian	0.00%	0.60%	0.00%
Pacific Islander	0.00%	0.00%	NA
Grantee: Goodwill Industries International			
Race/Ethnicity	SCSEP % Enrolled	Census % Population	% Difference
Minority Overall	21.40%	11.00%	194.50%
Hispanic	12.00%	1.20%	100%
Black	16.10%	5.20%	309.60%
Asian	0.00%	0.40%	NA
American Indian	3.00%	0.30%	NA
Pacific Islander	0.60%	0.00%	NA
Grantee: National Caucus and Center on Black Aging			
Race/Ethnicity	SCSEP % Enrolled	Census % Population	% Difference
Minority Overall	19.50%	8.20%	237.80%
Hispanic	3.20%	2.00%	160.00%
Black	14.20%	1.40%	1014.36%
Asian	0.00%	0.60%	0.00%
American Indian	2.10%	0.60%	350%
Pacific Islander	0.00%	0.10%	NA
Grantee: SER Jobs for Progress National			
Race/Ethnicity	SCSEP % Enrolled	Census % Population	% Difference
Minority Overall	18.60%	9.70%	191.80%
Hispanic	1.20%	1.60%	75%
Black	17.40%	4.80%	362.50%
Asian	0.00%	0.50%	NA
American Indian	0.00%	0.60%	NA
Pacific Islander	0.00%	0.50%	NA

*Cells marked NA were not indicated as an area of note by USDOL on the Minority Report. They are solely areas that can be improved upon.

List of community services needed and the places that need these services most. (20 CFR 641.330)

Community services are needed across Missouri. While employment rates are beginning to rebound after the COVID-19 pandemic, there continues to be widespread poverty across the state in those aged 60 and over. The southern portions of the state were more significantly impacted. The chart below provides a snapshot sample of counties across Missouri. These counties have some of the highest unemployment rates across the state, along with other factors that demonstrate the need for community services.

Figure 3: Statistics Demonstrating Need for Community Services

Elements Demonstrating the Need for Community Services by County 2022					
County/State	**SCSEP Grantee**	**Population 60+[iv]**	**% of Population 55+ at 100% Federal Poverty Level[v]**	**Average County Unemployment [vi]**	**% of 60+ with less than a high school diploma[vii]**
Missouri		1,478,621	10.27%	2.7%	11.1%
Benton	AARP	7,710	11.70%	3.3%	13.62%
Clark	Missouri	1,846	7.67%	3.0%	16.81%
Iron	GII	2,702	18.41%	3.6%	20.14%
Jackson	Missouri/AARP	155,528	11.36%	2.6%	9.54%
Ozark	NCBA	3,405	21.10%	3.3%	25.1%
Pemiscot	GII	3,716	18.71%	3.3%	23.64%
Ray	Missouri	6,194	7.89%	3.2%	11.2%
Shannon	GII	2,231	16.23%	3.0%	19.63%
St. Louis County	Missouri/AARP	254,655	7.26%	2.2%	7.52%
Stone*	NCBA	12,939	11.24%	3.0%	8.96%
Taney*	NCBA	16,503	11.20%	2.7%	10.49%
Wayne	GII	6.427	20.37%	3.1%	22.54%

* Counties identified by USDOL as meeting the persistent unemployment threshold

Missouri's sub-grantees report supportive services offered to their SCSEP participants through Quarterly Narrative Reports. In PY 2022, housing, transportation and nutrition are the most needed community services, based on the reports. Missouri's sub-grantees work closely with each SCSEP participant to connect them to such services. National grantees offer similar supportive services and work to provide SCSEP participants with the tools needed to succeed. This includes appropriate interview attire, work boots or non-skid shoes, and fees for drug screening or background checks required by the potential employer,

Missouri grantees regularly refer participants to the state's AAA's which serve as a resource hub for those 60 and older, providing meals, benefits screening, health screenings, transportation and more. Missouri grantees continually partner with community service organizations in their regions, often working with them as host agencies. Placing SCSEP participants in host agencies for training increases the capacity of the community service organization, allowing them to offer more services to the community at large. Organizations include food panties, clothing cupboards, libraries and senior centers.

Long-term strategy to improve SCSEP services, including planned long-term changes to the design of the program within the State, and planned changes in the use of SCSEP grantees and program operators to better achieve the goals of the program. This may include recommendations to the Department as appropriate. (20 CFR 641.302(k))

Several strategies will be employed to ensure SCSEP's high level of success in Missouri. An employment collaborative comprised of SCSEP grantees, state government employment programs and other vested stakeholders in the aging and employment arenas will be convened at least twice per year to discuss the state of employment in Missouri, SCSEP and other relevant programs. Discussion among stakeholders will ensure that all parties have current information and can troubleshoot any service gaps promptly.

DHSS staff will work with Missouri AgrAbility to develop a partnership and conduit for referrals for both state and national grantees. Missouri AgrAbility is a program through the University of Missouri Extension. The program is designed to assist farmers, ranchers, farm workers, and farm family members limited by a disability or chronic health condition to become more successful. Depending on employment goals and training needs, some of the participants in AgrAbility would qualify for SCSEP, and some of the AgrAbility partners could be host agencies. This is a partnership that will be fully explored.

Missouri's national grantees are working to improve exits to employment. This starts from the time of enrollment. Participants use Northstar assessments to gauge skills and abilities more accurately to facilitate a better host agency placement. GII is developing a workgroup series for sub-grantees to improve exits to employment. Additionally, there is an increased focus on the rotation of training assignments and skill building. Participants not interested in attaining unsubsidized employment may be exited from the program.

DHSS will hold quarterly meetings with SCSEP state sub-grantees and the national grantees to maintain collaboration and partnerships. These meetings will ensure holistic services across the state.

Missouri is also developing a Master Plan on Aging, and one of the areas of focus is Daily Life and Employment. This subcommittee is made up of professionals from across the state interested in ensuring that older adults have the support and resources needed to find and retain employment. The Master Plan on Aging Advisory Council oversees the work of the subcommittee. The Advisory Council is made up of members from each of the Governor's cabinet, statewide associations that serve older adults, adults with disabilities, and caregivers, legislators, and others who have power and influence to help ensure that the final Master Plan on Aging recommendations will provide the best outcomes for older adult job seekers. Missouri will implement the recommendations from the Master Plan on Aging to provide the best possible outcomes for any older Missourian seeking employment.

DHSS is tasked with leading the development of the Master Plan on Aging. DHSS staff working with SCSEP are represented on the Daily Life and Employment Subcommittee. The co-chair of the subcommittee is a SCSEP national grantee.

Strategy for continuous improvement in the level of performance for SCSEP participants' entry into unsubsidized employment, and to achieve, at a minimum, the levels specified in OAA Section 513(a)(2)(E)(ii). (20 CFR 641.302(f))

Figure 4: SCSEP Current Performance Goals and Targets
PY2022 End of Year—Missouri

Measure	GOAL/ TARGET	YTD RATE	% of GOAL MET
Service Level	150.00%	167.46%	111.64%
Community Service	80.00%	78.05%	97.56%
Service to Most in Need	3.01	3.06	101.66%
Common Measures Employment Rate – 2nd Quarter after Exit	29.5% (Target)	38.6%	130.85%
Common Measures Employment Rate – 4th Quarter after Exit	24% (Target)	23.08%	96.17%
Common Measures Median Earnings	$3,278 (Target)	$3,900	118.97%

PY2022 End of Year—AARP Foundation

Measure	GOAL/ TARGET	YTD RATE	% of GOAL MET
Service Level	147.1%	171.01%	116.25%
Community Service	73.9%	35.06%	47.44%
Service to Most in Need	3.10	3.35	108.06%
Common Measures Employment Rate – 2nd Quarter after Exit	30.5%	26.32%	86.3%
Common Measures Employment Rate – 4th Quarter after Exit	23.8%	19.28%	81.01%
Common Measures Median Earnings	$3,496	$2,700	77.23%

PY2022 End of Year—Goodwill Industries International

Measure	GOAL/ TARGET	YTD RATE	% of GOAL MET
Service Level	139.1%	152.29%	109.48%
Community Service	79.1%	82.66%	104.5%
Service to Most in Need	3.1	3.45	111.29%
Common Measures Employment Rate – 2nd Quarter after Exit	32.8%	23.53%	71.74%
Common Measures Employment Rate – 4th Quarter after Exit	27.2%	27.59%	101.43%
Common Measures Median Earnings	$3,213	$3,549	110.46%

PY2022 End of Year—National Caucus and Center on Black Aged

Measure	GOAL/ TARGET	YTD RATE	% of GOAL MET
Service Level	150%	194.33%	129.55%
Community Service	77%	91.53%	118.87%
Service to Most in Need	3.10	3.61	116.45%
Common Measures Employment Rate – 2nd Quarter after Exit	32.9%	27.66%	84.07%
Common Measures Employment Rate – 4th Quarter after Exit	27.8%	32.08%	115.4%
Common Measures Median Earnings	$3,215	$3,315	103.11%

PY2022 End of Year—SER Jobs for Progress National

Measure	GOAL/ TARGET	YTD RATE	% of GOAL MET
Service Level	125%	135.71%	108.57%
Community Service	70%	62.7%	89.57%
Service to Most in Need	3.10	4.06	130.97%
Common Measures Employment Rate – 2nd Quarter after Exit	24.1%	8.33%	34.56%
Common Measures Employment Rate – 4th Quarter after Exit	21.8%	0%	0%
Common Measures Median Earnings	$2,955	$578.26	19.57%

*See Attachment D for definitions of Performance Measures

DHSS strives toward continuous improvement of the program. An area that proves to be challenging is maintaining contact with participants once they enter into unsubsidized employment. To increase connection to the SCSEP program once unsubsidized employment is achieved, DHSS is working to expand current measures and is exploring new ideas.

Missouri sub-grantee MERS/Goodwill sends a monthly newsletter to SCSEP participants in unsubsidized employment. This newsletter highlights helpful information about maintaining success in the workplace and features resources available to participants, even after entering into subsidized employment. This strategy has seen success and will continue to be employed.

Both Missouri sub-grantees MERS/Goodwill and AARP connect with SCSEP participants by phone for at least the first six months after entering into unsubsidized employment. Personal interaction helps participants feel more connected to the program after the training ends.

A new activity discussed to encourage continued involvement with the program after entering unsubsidized employment is to develop a SCSEP Ambassador Program. The cornerstone of this program is SCSEP participants taking ownership of their training experience and sharing with their peers and social groups. Word of mouth continues to be one of the most successful recruitment strategies. Participants will be encouraged to share their experiences with family, friends, and those in groups they associate with. At enrollment, new participants will be asked if someone referred them. Participants who refer others will receive a letter of gratitude for their support. This continued connection to SCSEP will assist sub-grantees in getting the required information about employment and wages after training, as well as program promotion.

Figure 5: DHSS Bureau of Senior Programs Chief Mindy Ulstad with 2023 Outstanding SCSEP Participant of the Year Renee Davidson and 2023 Outstanding Host Agency of the Year Peace Pantry.

In September 2023, DHSS reinstated Missouri's Outstanding Older Worker recognition program. Held in conjunction with USDOL's National Employ an Older Worker Week, DHSS launched a social media campaign focused on the benefits of employing older workers. Across the SCSEP network, nominations were sought for Outstanding Host Agency of the Year and Outstanding SCSEP Participant of the Year. Additionally, nominations were accepted for Missouri's Outstanding Older Worker for an individual employed outside of SCSEP. On September 27, 2023, Governor Michael Parson presented the three awards. The recognition program brought awareness of the employment of older workers and SCSEP statewide. DHSS plans to make this an annual event.

Figure 6: DHSS Bureau of Senior Programs Chief Mindy Ulstad and Missouri Governor Michael Parson present the 2023 Outstanding Older Worker award to Ardella Lack.

Location and Populations Served (Including Equitable Distribution)

The localities and populations most in need of the type of projects authorized by title V. (20 CFR 641.325 (d))

SCSEP serves 112 of the 115 county jurisdictions in the state of Missouri. The service territories are chosen based on data drawn from the Federal Census and reports and calculations made by the USDOL. USDOL decides annually on the number of participant slots available through the state based on Equitable Distribution reports.

Missouri grantees prioritize enrollment into the program based on need. Every effort is made to ensure equitable distribution across the state, filling participant slots in rural and urban areas. Also, target populations such as veterans and eligible spouses, individuals with disabilities, or adults aged 65 and older are the highest priority.

The cities and counties where the SCSEP project will take place. Include the number of SCSEP-authorized positions and indicate if and where the positions changed from the prior year.

As stated previously, 112 of 115 Missouri county jurisdictions are served by SCSEP. The counties not served are Atchison, Clark and Worth.

Figure 7: SCSEP Service Map

SCSEP participants earn the highest of federal, state or local minimum wage. Missouri's minimum wage does exceed the federal minimum wage. Missouri's state minimum wage has increased every year since 2016. As of Jan. 1, 2024, the Missouri minimum wage is $12.30 per hour. USDOL has modified the number of available SCSEP positions for Missouri to address this disparity. The chart below shows SCSEP positions by the grantee. Attachment C shows the USDOL-authorized positions by county for PY 2022 and PY 2023 and the modified positions for those program years. There is an overall decrease in the number of SCSEP participant slots from PY 2022 to PY 2023. This is due to the increase in minimum wage that occurred on Jan. 1, 2023. Positions will be decreased again because the minimum wage increased on Jan. 1, 2024.

Figure 8: SCSEP Authorized and Modified Positions in the State of Missouri

State and National Grantee SCSEP Authorized and Modified Positions				
Grantee	**PY 22**		**PY 23**	
	Authorized Positions	Modified Positions	Authorized Positions	Modified Positions
Missouri	203	126	204	123
SER Jobs for Progress National	109	70	109	65
Goodwill Industries International	174	109	174	103
AARP Foundation	270	169	271	163
National Caucus and Center on Black Aged	220	141	220	130
Total slots	976	615	978	584

Current slot imbalances and proposed steps to correct inequities to achieve equitable distribution.

Across Missouri, participant slots in cities are easier to fill than those in more rural areas. This disparity is due to the number of host agencies that can provide training that is in line with the employment goals of potential participants, lack of interest in the program in certain counties and transportation to assist the participant in getting to the host agency. DHSS is working to address these challenges.

One activity, which is also in line with the Missouri State Plan on Aging, is to offer training to leadership and staff at Missouri's AAAs regarding SCSEP and opportunities that are available to serve as a host agency. Information will also be shared with senior center administrators during a statewide quarterly call. Many opportunities for training at the AAA and senior center level will coincide with the employment goals of SCSEP participants. The geographic dispersion of senior centers will expand the number of host agencies in rural areas.

Senior centers can also serve as an effective recruitment center. DHSS will make information about SCSEP and eligibility criteria available to all senior center administrators. Recruitment efforts can be expanded in other ways. The proposed SCSEP Ambassador Program, collaborations with new organizations that work with historically underserved populations, and continual networking through the employment collaborative will ensure that information about SCSEP reaches all parts of the state.

Transportation in rural areas is an area where growth is needed. New Growth Transit is a transportation program in the western central part of Missouri that utilizes volunteer drivers to take individuals to medical appointments, errands and work. The program has seen success, and the model is being replicated in other parts of the state. DHSS will share information about this transportation model and other transportation programs with all ten area agencies on aging. SCSEP sub-grantees and national grantees will be invited to attend as well. Addressing these barriers will work to address inequities in equitable distribution.

Missouri's long-term strategy for achieving an equitable distribution of SCSEP positions within the state that moves positions from over-served to underserved locations within the State in compliance with 20 CFR 641.365

DHSS utilizes the USDOL data system to monitor sub-grantees to ensure that positions are equally distributed. In overserved areas, DHSS will work with sub-grantees to ensure that once current participants achieve unsubsidized employment or exit the program, the priority for the next participant placement will be in an underserved area. Sub-grantees will maintain waitlists based on priority needs.

Currently, the average time in the program is just over 20 months. SCSEP case managers work with participants to set attainable training goals and work toward unsubsidized employment. Along with skills training, each SCSEP participant works toward job readiness skills. Ensuring that the goal is subsidized employment encourages participants to work to gain needed skills and move on from training. Maintaining a shorter turnaround time increases the opportunities to address and correct inequities in distribution.

Equitably serves both rural and urban areas (20 CFR 641.302(a)(2).

To ensure the equitable distribution of both rural and urban areas, DHSS will employ the strategies mentioned above to bring awareness to SCSEP, increase the number of host agencies, explore alternative transportation solutions and focus on job readiness skills and employment training skills in rural and urban areas of the state.

Serves individuals afforded priority for service under 20 CFR 641.520.

Missouri will adhere to the OAA priority enrollment requirements for SCSEP. The priorities for enrollment include individuals who:

- Are veterans and qualified spouses, and then those who are:
- Are over age 65;
- Have low literacy or limited English proficiency;
- Have a disability;
- Reside in rural areas;
- Are homeless or at risk of homelessness;
- Have low employment prospects;
- Were incarcerated in the past five years; and
- Have failed to find employment after using services through WIOA American Job Center System.

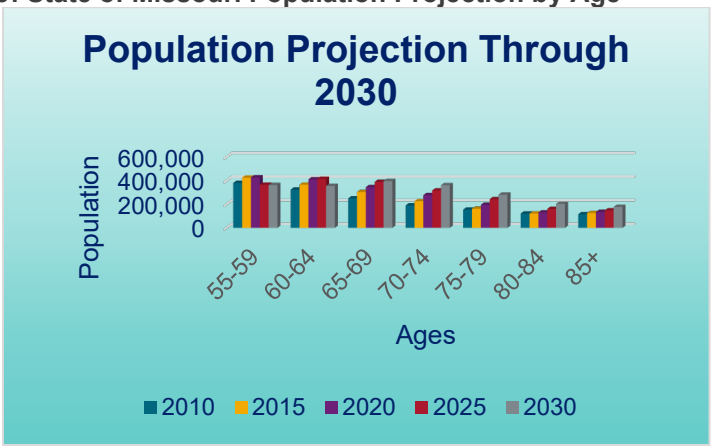
Veterans (or, in some cases, spouses of veterans)

According to the American Community Survey, 2022 1-year estimates, there are 341,834 veterans in Missouri. This accounts for 7.1% of Missouri's total population. There are 240,915 aged 55 and older, which accounts for 70% of the veteran population. Over one-third (33.8 percent) of veterans have a disability, compared to 18.1 percent of non-veterans.[viii] (Attachment E)

Aged 65 or older

The US Census Bureau estimates the 2022 population of Missouri to be 6,177,957. The population of 65 and over is 1,113,136, accounting for 18 percent of Missouri's total population.[ix] It is expected that this percentage will continue to increase. Attachment F details the estimated increase in population by county.

Figure 9: State of Missouri Population Projection by Age



https://oa.mo.gov/budget-planning/demographic-information/population-projections/2000-2030-projections

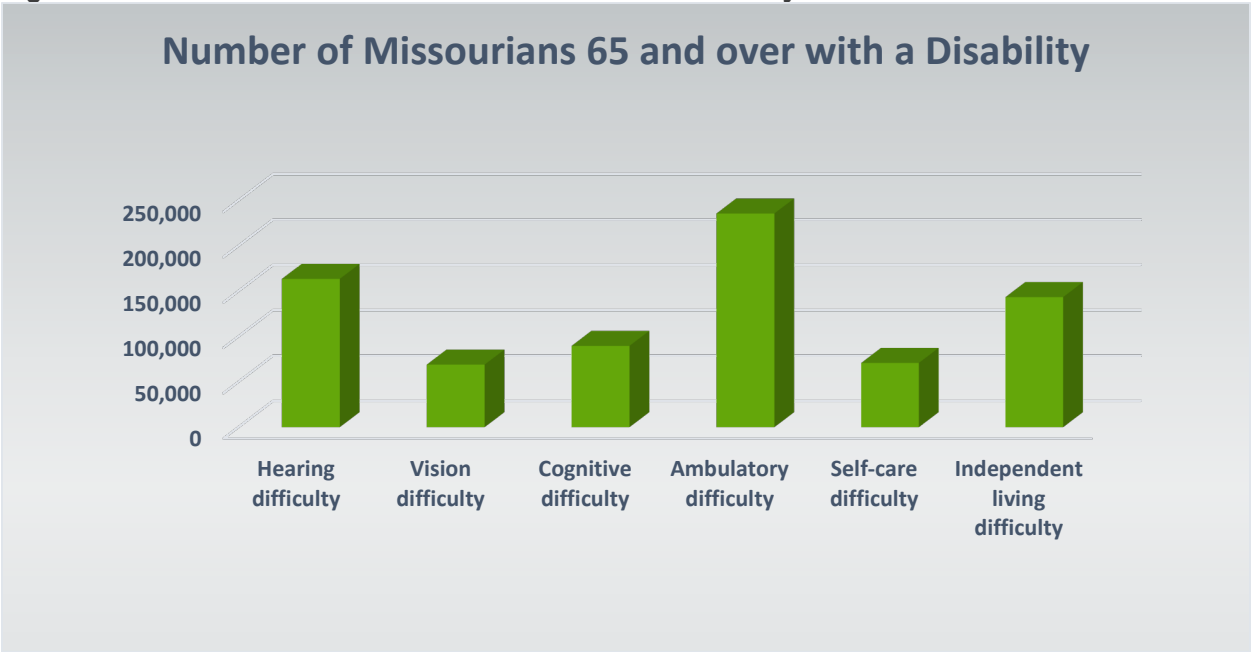
Have limited English proficiency or low literacy skills

Six point three percent of all Missouri households speak a language other than English in the home, according to the American Community Survey, 2022 5-year estimates. An estimated one-third (2.1 percent) speak English less than "very well."[x] This percentage holds for Missourians aged 65 and older. A reported 13,087 individuals aged 65 and over living in Missouri who speak a language other than English and 5,036 indicate that they speak English less than "very well." This is 36.5 percent of the 65 and over individuals.[xi]

Have a disability

Identified disabilities increase as a person ages. Based on the 2022 American Community Survey 1-year estimates, Missouri has 169,168 people aged 65-74 with a disability. This accounts for 26.4 percent of all Missourians aged 65-74. This increases dramatically once older than 74. Forty-seven point one percent of the population that is 75 and older in Missouri has a disability.[xii] The chart below shows the types of disabilities Missourians have. Additional information can be found in Attachment G.

Figure 11: Number of Missourians 65 and over with a Disability



https://data.census.gov/table?t=Disability&g=040XX00US29

Reside in a rural area

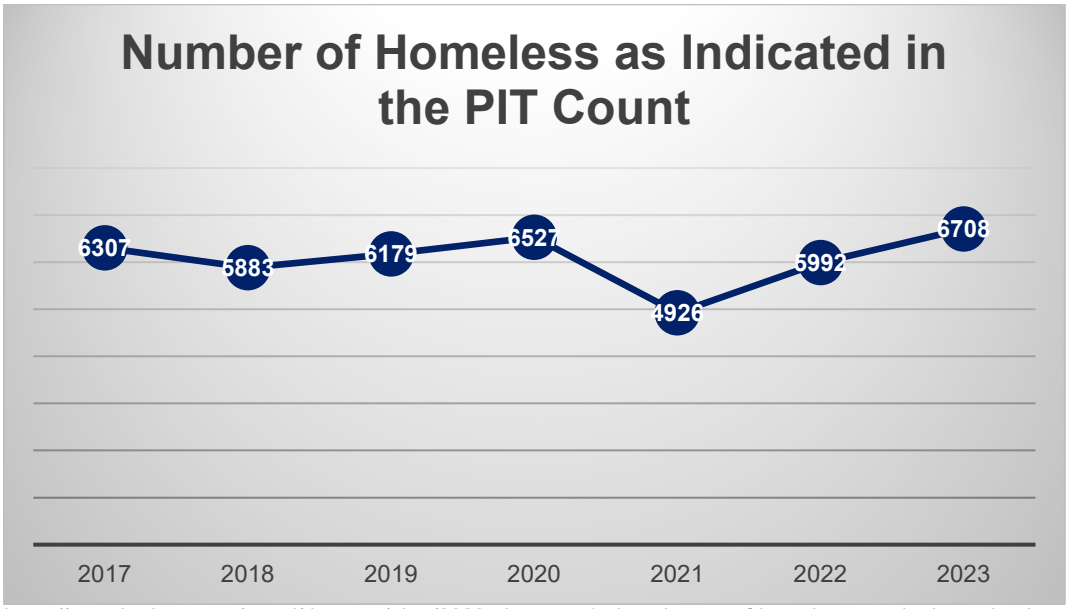
The US Census Bureau delineates geographic areas into urban and rural. The 2020 census defines an urban area as encompassing at least 2,000 housing units or having a population of at least 5,000.[xiii] Missouri is comprised of both rural and urban areas. Most urban areas are concentrated in 16 of Missouri's 115 counties (St. Louis City is an independent city and functions as a county. For these purposes, it is included as a county.). Counties surrounding the larger metropolitan areas of Kansas City/St. Joseph, Columbia/Jefferson City, St. Louis, Cape Girardeau, Springfield and Joplin are considered urban. See Attachment I—Rural versus Urban Counties in Missouri

Are homeless or at risk of homelessness

Homelessness in Missouri continues to rise. Using data from the Point-in-Time (PIT) count from January 2023, Missouri experienced an 11.9 percent increase in homelessness overall, totaling 6,708 individuals. For the first time, the PIT count included specific information about older adults experiencing

homelessness. At the time of the count, 858 individuals between the ages of 55 and 64 were homeless. For individuals over age 64, 256 were identified as homeless.[xiv] The chart below indicates the total number of homeless individuals identified in the January PIT count over the last seven years.

Figure 11: Total Number of Homeless in Missouri from 2017-2023



https://www.huduser.gov/portal/datasets/ahar/2023-ahar-part-1-pit-estimates-of-homelessness-in-the-us.html

Have low employment prospects

The Bureau of Labor Statistics defines persistent unemployment as the annual average unemployment rate for a county or city that is more than 20 percent higher than the national average for two out of the last three years.[xv] Missouri counties with persistent unemployment, as identified by USDOL, are Taney and Stone counties. Both counties are located in southwest Missouri. According to the October 2022 MERIC Unemployment Rate Report, Taney County recorded 2.7 percent while Stone County was 3 percent.[xvi] During the same period, the percentage of Taney County adults over 55 living at 100 percent of the FPL poverty was 11.29 percent. The Stone County poverty percentage for adults over 55 was 11.24 percent.[xvii]

Are formerly incarcerated

According to the Missouri Department of Corrections Re-Entry Program, an average of 12,804 individuals were released from incarceration annually in the past three fiscal years. The Division of Probation and Parole supervises more than 52,699 individuals at any given time. Among parolees, 63 percent have some type of employment, while 37 percent are unemployed. As of June 2023, over 2,124 individuals are involved with the justice system on parole and are 55 years or older, while 5,165 are on probation. There were 911 individuals incarcerated in June 2023 who were 55 or older and within two years of their release date. The Re-Entry program works with incarcerated individuals to provide vocational skills. Approximately 73 percent of incarcerated adults are considered semi-skilled, trained, or skilled in their vocational readiness when they leave the institution.

Have failed to find employment after using one-stop delivery system services

Information provided by DHEWD indicates that 107 individuals aged 55 and older exited Job Center services not employed during Quarter 1 of PY 2022. Data is collected quarterly. This is the most recent data available. Refer to Attachment B for a statewide map of the WDB Regions.

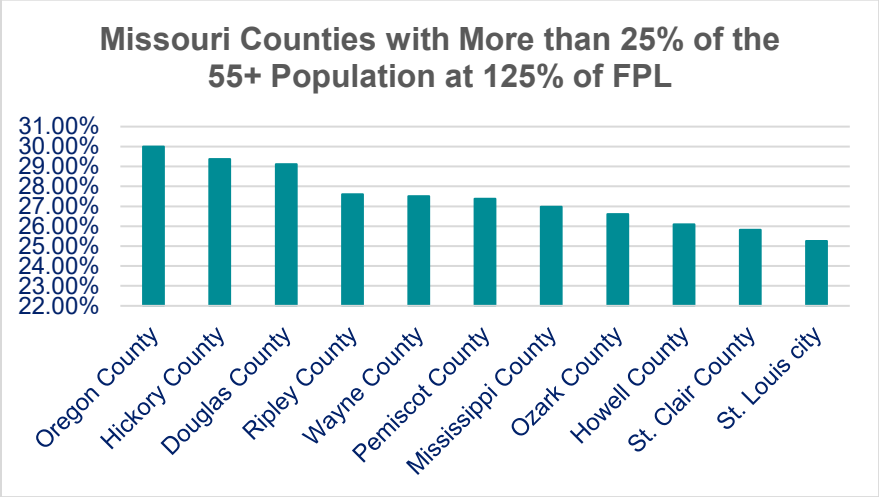
Figure 12: Adults Aged 55 and Over Exiting Job Center Services in Quarter 1 PY 2022

2022 Adult Exiters 55 Years & Older - Post Quarter 1 Employed	PY2022 Exiters Quarter 1		
	Total Adult Exiters	Employed 1st Qtr. Post	Not Employed 1st Qtr. Post
Total	240	133	107
03-Kansas City & Vicinity	7	3	4
04-West Central Region	25	17	8
06-St. Louis City	5	3	2
07-Southwest Region	13	6	7
08-Ozark Region	140	73	67
09-Central Region	10	7	3
10-South Central Region	0	0	0
11-Southeast Region	1	1	0
12-East Jackson County	4	4	0
13-St. Louis County	2	0	2
14-St. Charles County	5	2	3
15-Jefferson/Franklin Consortium	17	12	5

Ratio of eligible individuals in each service area to the total eligible population in the state. (20 CFR 641.325(a))

Currently, there is no accurate, reliable measure to determine the employment status of individuals who meet the income threshold of 125 percent of the Federal Poverty Level (FPL). DHSS can determine the percentage of Missourians aged 55 and over living at or below 125 percent of the FPL. Below are the 32 counties of Missouri where at least 20 percent of individuals aged 55 and over live at 125 percent of the FPL or below.[xviii]

Figure 13: Percentage of Missourians 55+ Living Below 125% Federal Poverty Level



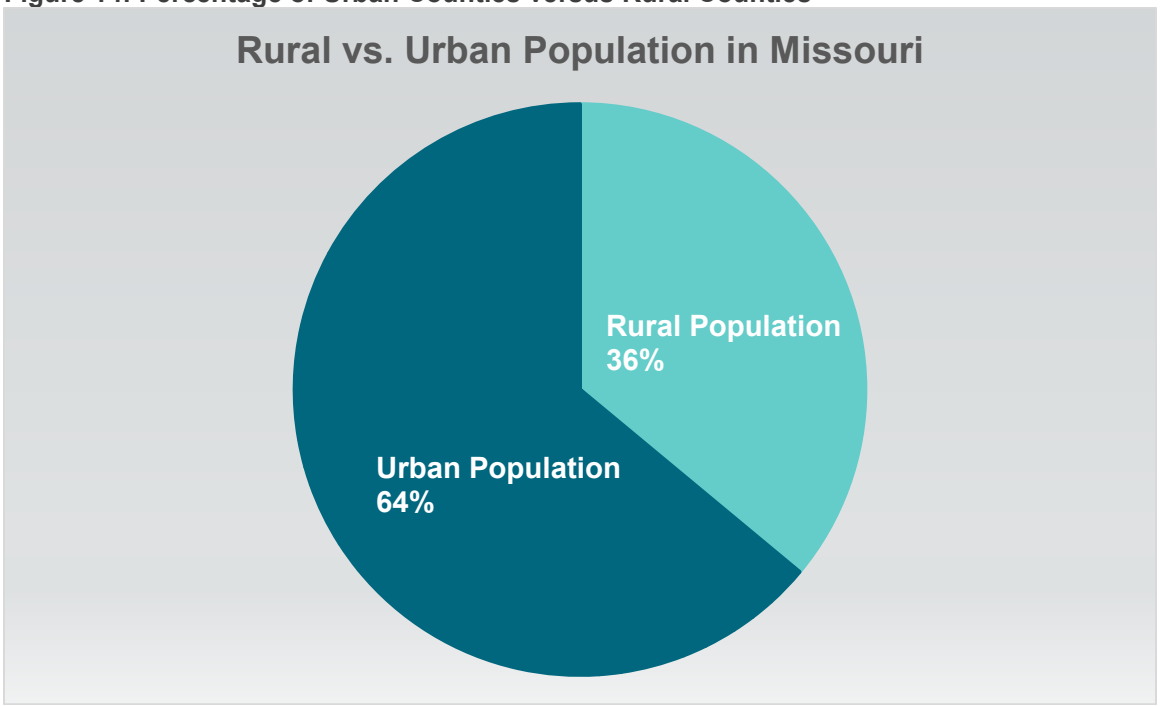
https://data.census.gov/table/ACSDT1Y2022.B17024?q=B17024&g=040XX00US29

Relative distribution of eligible individuals

Reside in urban and rural areas

In the 16 counties identified as urban in Missouri, the total number of individuals aged 55 and over is 1,206,283. The number of Missourians aged 55 and over in the 99 rural counties is 679,446.[xix]

Figure 14: Percentage of Urban Counties versus Rural Counties



Have the greatest economic need

Individuals identified as having the greatest economic needs are those who are 100 percent of the poverty level or below. Attachment J contains a table showing county level data featuring the percentage of individuals aged 55 and older who are at or below 100 percent of the FPL.

Are minorities

Based on 2020 data from the Missouri Information for Community Assessment (MICA), approximately 10.2 percent of Missouri's population identifies as a race other than white. Figure 3 shows the relative distribution of specific minority populations across Missouri by SCSEP state and national grantees. A county level breakdown can be found in Attachment J.

Are limited English proficient

One point six percent of Missourians aged 65 and older report they speak English "less than very well."[xx] Attachment J offers county-level data surrounding this population.

Have the greatest social need

Missouri is working to expand comprehensive data collection to identify individuals who have the greatest social need. Specific collection of demographic information around the LGBTQ+ population is becoming more widespread. DHSS will have more conclusive data sets in the future.

Are formerly incarcerated

DHSS continues to work with the Missouri Re-Entry Program with the DOC to identify the relative distribution of Missourians aged 55 and older who are formerly incarcerated or justice involved. The Missouri Re-Entry Program shared county level probation and parole data from fiscal year 2023. There are 7,289 individuals under the supervision of probation and parole officers. This accounts for 0.39 percent of Missourians aged 55 and older. A county-level breakdown is included in Attachment J.

Steps taken to avoid disruptions to service for participants to the greatest extent possible, when positions are redistributed, as provided in 20 CFR 641.365; when new Census or other reliable data becomes available; or when there is over-enrollment for any other reason. (20 CFR 641.325(i), 641.302(b))

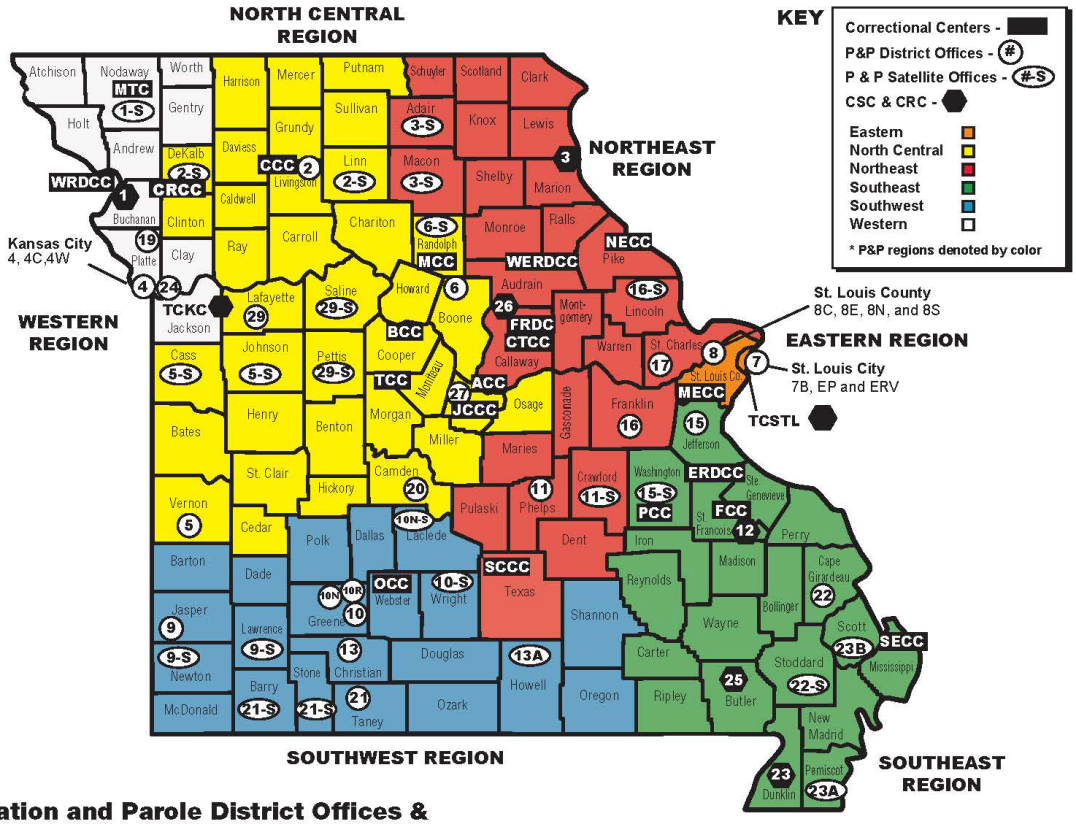
Utilizing data from the U.S. Census Bureau, the USDOL allocates SCSEP-subsidized community service positions to each county using a formula based on the number of individuals aged 55 and older with incomes at or below 125 percent of the federal poverty level. When USDOL adjusts positions due to increases or decreases in census data, sub-grantees ensure participants are not adversely affected. Redistribution through attrition, such as retirements, relocations, durational limits and unsubsidized job placement, helps sub-grantees avoid disruptions in services. In addition, the state works with national grantees operating in Missouri to enact transfers between grants in counties where both state and national positions exist to accommodate a participant's preferences to continue training within an existing host agency.

Attachment A: Public Comments

No comments shared during public comment period.

Attachment B: Missouri Correctional Institution and Probation & Parole Offices

Correctional Institutions and Probation & Parole Offices



Probation and Parole District Offices & Institutional Parole Offices

1. St. Joseph Community Supervision Center (CSC) (Maryville Satellite), - MTC & WRDCC IPO
2. Chillicothe (Brookfield and Cameron Satellites) - CCC & WMCC IPO
3. Hannibal Community Supervision Center (CSC) (Macon, Kirksville Satellites) - NECC IPO
4. Kansas City (4 offices)
5. Nevada (Belton and Warrensburg Satellites)
6. Columbia (Moberly Satellite) - MCC IPO
7. St. Louis City (3 offices)
8. St. Louis County (4 offices) 8S-MECC IPO
9. Joplin (Neosho and Aurora satellites)
10. Springfield (3 offices-Lebanon and Hartville Satellites) - OCC IPO
11. Rolla (Steelville Satellite) - SCCC IPO
12. Farmington Community Supervision Center (CSC) - FCC, PCC IPO
13. Nixa (West Plains Satellite)
15. Hillsboro (Potosi Satellite)- ERDCC IPO
16. Union (Troy Satellite)
17. St. Charles
19. Liberty
20. Camdenton
21. Branson (Cassville & Galena Satellites)
22. Cape Girardeau (Dexter satellite)
23. Kennett Community Supervision Center (CSC) (Caruthersville, Sikeston satellite) - SECC IPO
24. Independence
25. Poplar Bluff Community Supervision Center (CSC)
26. Fulton Community Supervision Center (CSC) - FRDC, CTCC, WERDCC IPO
27. Jefferson City -ACC, JCCC & TCC IPO
29. Lexington (Marshall , Sedalia Satellites) - BCC IPO

TCKC: Transition Center of Kansas City (CRC)

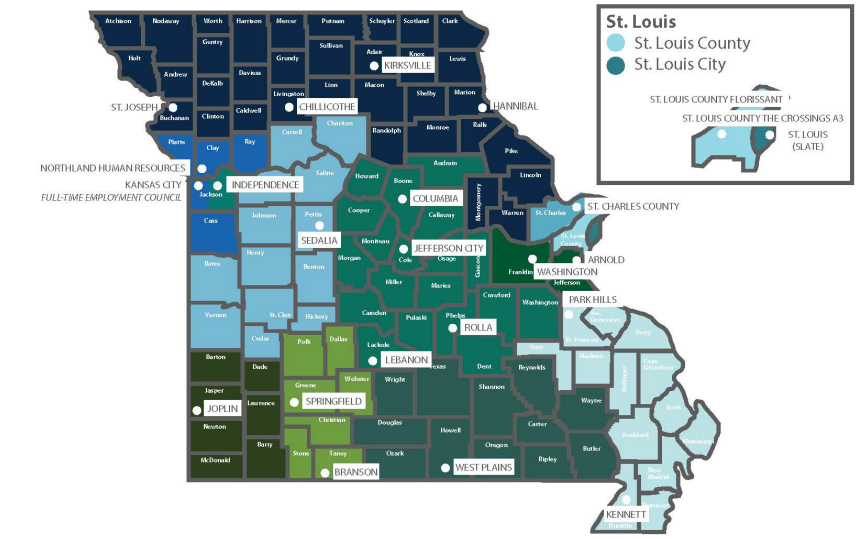
TCSTL: Transition Center of St. Louis (CRC)

Correctional Centers

ACC - Algoa Correctional Center, Jefferson City
BCC - Boonville Correctional Center, Boonville
CCC - Chillicothe Correctional Center, Chillicothe
CRCC - Crossroads Correctional Center, Cameron
ERDCC - Eastern Reception, Diagnostic & Correctional Center, Bonne Terre
FCC - Farmington Correctional Center, Farmington
FRDC - Fulton Reception & Diagnostic Center, Fulton
CTCC - Cremer Therapeutic Community Center, Fulton
JCCC - Jefferson City Correctional Center, Jefferson City
MTC - Maryville Treatment Center, Maryville
MECC - Missouri Eastern Correctional Center, Pacific
MCC - Moberly Correctional Center, Moberly
NECC - Northeast Correctional Center, Bowling Green
OCC - Ozark Correctional Center, Fordland
PCC - Potosi Correctional Center, Potosi
SCCC - South Central Correctional Center, Licking
SECC - Southeast Correctional Center, Charleston
TCC - Tipton Correctional Center, Tipton
WRDCC - Western Reception, Diagnostic & Correctional Center, St. Joseph
WERDCC - Women's Eastern Reception, Diagnostic & Correctional Center, Vandalia

Attachment C: Missouri's Workforce Development Boards

MISSOURI WORKFORCE DEVELOPMENT REGIONS AND JOB CENTERS
MISSOURI OFFICE OF WORKFORCE DEVELOPMENT



North Region
Kansas City Region
East Jackson Region
West Central Region
Central Region
Southwest Region
Ozark Region
South Central Region
Southeast Region
Jefferson/Franklin Cons.
St. Charles Region
St. Louis County
St. Louis City

missouri job center

For additional information about Missouri Office of Workforce Development services, contact a Missouri Job Center near you. Locations and additional information are available at jobs.mo.gov or (888) 728-JOBS (5627). Missouri Department of Higher Education and Workforce Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Missouri Relay Services at 711.

DWD-MJC-MAP (6-30-2023)

MISSOURI WORKFORCE DEVELOPMENT REGIONS AND JOB CENTERS
You can call 1-888-728-JOBS (5627). It will ring at your nearest Job Center.

Arnold	3675 West Outer Road, Suite 102, Arnold, MO 63010-5231	Jefferson/Franklin Consortium	Mon-Th: 8 am - 5 pm Friday: 8:30 am - 4:00 pm
Branson	2720 Shepherd of the Hills Expwy, Suite B, Branson, MO 65616-7828	Ozark Region	Mon-Th: 8 am - 5 pm Friday: 8:30 am - 4:00 pm
Chillicothe	601 West Mohawk Road, Chillicothe, MO 64601-3919	North Region	Mon-Th: 8 am - 5 pm Friday: 8:30 am - 4:00 pm
Columbia	101 Park De Ville Dr., Ste E, Columbia, MO 65203	Central Region	Mon-Th: 8 am - 5 pm Friday: 9:00 am - 4:00 pm
Hannibal	203 North Sixth Street, Hannibal, MO 63401-3412	North Region	Mon-Th: 8 am - 5 pm Friday: 8:30 am - 4:00 pm
Independence	15301 East 23rd Street South, Independence, MO 64055-1698	East Jackson County	Mon-Fri 8 am - 5 pm
Jefferson City - Capital City	3600 Country Club Dr., Ste 2004, Room 100, Jefferson City, MO 65109	Central Region	Mon-Th: 8 am - 5 pm Friday: 8:30 am - 4:00 pm
Joplin	730 South Wall Avenue, Joplin, MO 64801-4542	Southwest Region	Mon-Th: 8 am - 5 pm Friday: 8:30 am - 4:00 pm
Kansas City - Full Employment Council (Paseo)	1740 Paseo, Kansas City, MO 64108	Kansas City & Vicinity	Mon-Fri 8 am - 5 pm
Kansas City - Northland Human Resource Center	3100 NE 83rd Street, Suite 2100, Kansas City, MO 64119-4465	Kansas City & Vicinity	Mon-Fri 8 am - 5 pm
Kennett	1100 South By-Pass, Suite 2, Kennett, MO 63857-3738	Southeast Region	Mon-Th: 8 am - 5 pm Friday: 8:00 am - 4:00 pm
Kirksville	2105 East Normal, Kirksville, MO 63501-3322	North Region	Mon-Th: 8 am - 5 pm Friday: 8:00 am - 4:00 pm
Lebanon	2639 S. Jefferson Avenue, Ste 1, Lebanon, MO 65536-5205	Central Region	Mon-Th: 8 am - 5 pm Friday: 8:00 am - 4:00 pm
Park Hills	403 Parkway Drive, Suite A, Park Hills, MO 63601	Southeast Region	Mon-Th: 8 am - 5 pm Friday: 8:00 am - 4:00 pm
Rolla	1107 Kingshighway, Rolla, MO 65401	Central Region	Mon-Th: 8 am - 5 pm Friday: 8:00 am - 4:00 pm
Saint Louis County - The Crossings at Northwest	715 Northwest Plaza, St. Ann, MO 63074	Saint Louis County	Mon-Th: 8 am - 5 pm Friday: 8:00 am - 4:00 pm
Sedalia	515 South Kentucky Street, Sedalia, MO 65301	West Central Region	Mon-Th: 8 am - 5 pm Friday: 8:00 am - 4:00 pm
Springfield	2900 East Sunshine, Springfield, MO 65804	Ozark Region	Mon-Th: 8 am - 5 pm Friday: 8:00 am - 4:00 pm
St. Charles County	3757 Harry S Truman Blvd. St Charles MO 63301	St. Charles County	Mon-Th: 8 am - 5 pm Friday: 8:00 am - 4:00 pm
St. Joseph	2202 Frederick Avenue, Saint Joseph, MO 64506	North Region	Mon-Th: 8 am - 5 pm Friday: 8:00 am - 4:00 pm
St. Louis City - SLATE	1520 Market Street, Room 3050, St. Louis, MO 63103	St. Louis City	Mon-Th: 8 am - 5 pm Friday: 8:00 am - 4:00 pm
Washington	1108 Washington Square Shopping Center, Washington, MO 63090-5304	Jefferson/Franklin Consortium	Mon-Th: 8 am - 5 pm Friday: 8:00 am - 4:00 pm
West Plains	408 Washington Avenue, Suite 100, West Plains, MO 65775-5789	South Central Region	Mon-Th: 8 am - 5 pm Friday: 8:00 am - 4:00 pm

Attachment D: Definitions of Performance Measures

Service Level	The number of participants who are active on the last day of the reporting period or who exited during the reporting period divided by the number of modified community service positions.
Community Service	The number of hours of community service in the reporting period divided by the number of hours of community service funded by the grant minus the number of paid training hours minus the number of paid sick leave hours in the reporting period.
Service to Most in Need	Average number of barriers per participant. The total number of the following characteristics: severe disability, frail; aged 75 or older, old enough for but not receiving SS Title II, severely limited employment prospects and living in an area of persistent unemployment, limited English proficiency, low literacy skills, disability, rural, veterans, low employment prospects, failed to find employment after using WIOA Title I, formerly incarcerated, and homeless or at risk of homelessness divided by the number of participants who are active on the last day of the reporting period or who exited during the reporting period.
Common Measures Employment Rate – 2nd Quarter after Exit	The number of participants employed in the second quarter after the exit quarter divided by the number of participants who exited two quarters earlier.
Common Measures Employment Rate – 4th Quarter after Exit	The number of participants employed in the fourth quarter after the exit quarter divided by the number of participants who exited four quarters earlier.
Common Measures Median Earnings	Of those participants who are employed in the second quarter after the quarter of program exit, the median value of earnings in the second quarter after the exit quarter.

Attachment E: USDOL Authorized & Modified Positions by Missouri County

Authorized and Modified Positions and Variance from PY 22 to PY 23						
Grantee	County	PY22	PY22	PY23	PY23	
		AP	MP	AP	MP	Variance
SER	Adair County	4	3	4	2	-1
SER	Andrew County	4	3	4	2	-1
SER	Audrain County	4	3	4	2	-1
NCBA	Barry County	9	6	9	5	-1
NCBA	Barton County	3	2	3	2	0
NCBA	Bates County	3	2	3	2	0
NCBA	Benton County	6	4	6	4	0
GII	Bollinger County	4	3	4	2	-1
SER	Boone County	16	10	16	10	0
SER	Buchanan County	15	9	15	9	0
GII	Butler County	15	9	15	9	0
SER	Caldwell County	2	1	2	1	0
SER	Callaway County	5	3	5	3	0
GII	Camden County	11	7	11	7	0
GII	Cape Girardeau County	4	3	4	2	-1
Missouri	Cape Girardeau County	7	4	7	4	0
SER	Carroll County	2	1	2	1	0
GII	Carter County	2	1	2	1	0
Missouri	Cass County	6	4	6	4	0
NCBA	Cass County	5	3	5	3	0
NCBA	Cedar County	4	3	4	2	-1
SER	Chariton County	2	1	2	1	0
NCBA	Christian County	10	6	10	6	0
AARP	Clay County	13	8	13	8	0
Missouri	Clay County	8	5	8	5	0
SER	Clinton County	3	2	3	2	0
AARP	Cole County	8	5	8	5	0
AARP	Cooper County	3	2	3	2	0
GII	Crawford County	7	4	7	4	0
NCBA	Dade County	2	1	2	1	0
NCBA	Dallas County	4	3	4	2	-1
SER	Daviess County	2	1	2	1	0
SER	DeKalb County	2	1	2	1	0
GII	Dent County	5	3	5	3	0
NCBA	Douglas County	6	4	6	4	0
GII	Dunklin County	10	6	10	6	0

Authorized and Modified Positions and Variance from PY 22 to PY 23						
Grantee	County	PY22	PY22	PY23	PY23	
		AP	MP	AP	MP	Variance
Missouri	Franklin County	13	8	13	8	0
AARP	Gasconade County	1	1	2	1	0
Missouri	Gasconade County	2	1	2	1	0
SER	Gentry County	2	1	2	1	0
NCBA	Greene County	46	29	46	28	-1
SER	Grundy County	2	1	2	1	0
SER	Harrison County	3	2	3	2	0
NCBA	Henry County	5	3	5	3	0
NCBA	Hickory County	4	3	4	2	-1
SER	Holt County	1	1	1	1	0
SER	Howard County	2	1	2	1	0
GII	Howell County	13	8	13	8	0
GII	Iron County	3	2	3	2	0
AARP	Jackson County	78	49	78	47	-2
Missouri	Jackson County	30	19	30	18	-1
NCBA	Jasper County	21	13	21	13	0
Missouri	Jefferson County	26	16	26	16	0
Missouri	Johnson County	3	2	3	2	0
NCBA	Johnson County	2	1	2	1	0
SER	Knox County	1	1	1	1	0
GII	Laclede County	8	5	8	5	0
AARP	Lafayette County	2	1	2	1	0
Missouri	Lafayette County	4	3	4	2	-1
NCBA	Lawrence County	7	4	7	4	0
Missouri	Lewis County	2	1	2	1	0
Missouri	Lincoln County	7	4	7	4	0
SER	Linn County	2	1	2	1	0
SER	Livingston County	4	3	4	2	-1
SER	Macon County	3	2	3	2	0
GII	Madison County	3	2	3	2	0
GII	Maries County	2	1	2	1	0
Missouri	Marion County	1	1	2	1	0
SER	Marion County	5	3	5	3	0
NCBA	McDonald County	6	4	6	4	0
SER	Mercer County	1	1	1	1	0
GII	Miller County	5	3	5	3	0
GII	Mississippi County	4	3	4	2	-1
AARP	Moniteau County	2	1	2	1	0

Authorized and Modified Positions and Variance from PY 22 to PY 23						
Grantee	County	PY22	PY22	PY23	PY23	
		AP	MP	AP	MP	Variance
SER	Monroe County	2	1	2	1	0
SER	Montgomery County	3	2	3	2	0
NCBA	Morgan County	7	4	7	4	0
GII	New Madrid County	5	3	5	3	0
NCBA	Newton County	8	5	8	5	0
SER	Nodaway County	3	2	3	2	0
GII	Oregon County	4	3	4	2	-1
AARP	Osage County	2	1	2	1	0
NCBA	Ozark County	4	3	4	2	-1
GII	Pemiscot County	5	3	5	3	0
Missouri	Perry County	2	1	2	1	0
NCBA	Pettis County	9	6	9	5	-1
GII	Phelps County	8	5	8	5	0
SER	Pike County	3	2	3	2	0
AARP	Platte County	7	4	7	4	0
NCBA	Polk County	7	4	7	4	0
GII	Pulaski County	4	3	4	2	-1
SER	Putnam County	1	1	1	1	0
SER	Ralls County	2	1	2	1	0
SER	Randolph County	4	3	4	2	-1
Missouri	Ray County	4	3	4	2	-1
GII	Reynolds County	2	1	2	1	0
GII	Ripley County	5	3	5	3	0
AARP	Saline County	6	4	6	4	0
SER	Schuyler County	1	1	1	1	0
Missouri	Scotland County	1	1	1	1	0
GII	Scott County	9	6	9	5	-1
GII	Shannon County	3	2	3	2	0
SER	Shelby County	1	1	1	1	0
Missouri	St. Charles County	26	16	26	16	0
NCBA	St. Clair County	4	3	4	2	-1
GII	St. Francois County	5	3	5	3	0
Missouri	St. Francois County	7	4	7	4	0
AARP	St. Louis City	88	55	56	34	-21
Missouri	St. Louis City	26	16	26	16	0
AARP	St. Louis County	56	35	88	53	18
Missouri	St. Louis County	26	16	26	16	0
GII	Ste. Genevieve County	1	1	1	1	0

Authorized and Modified Positions and Variance from PY 22 to PY 23						
Grantee	County	PY22	PY22	PY23	PY23	
		AP	MP	AP	MP	Variance
Missouri	Ste. Genevieve County	2	1	2	1	0
GII	Stoddard County	7	4	7	4	0
NCBA	Stone County	9	6	9	5	-1
SER	Sullivan County	2	1	2	1	0
NCBA	Taney County	12	8	12	7	-1
GII	Texas County	8	5	8	5	0
NCBA	Vernon County	4	3	4	2	-1
AARP	Warren County	4	3	4	2	-1
GII	Washington County	7	4	7	4	0
GII	Wayne County	5	3	5	3	0
NCBA	Webster County	8	5	8	5	0
NCBA	Wright County	5	3	5	3	0
Total		976	615	978	584	-31

Attachment F: Missouri Veteran Statistics

Missouri Veteran Statistics			
	Total	Veterans	Percent Veterans
Civilian population 18 years and over	4,792,311	341,834	7.1%
PERIOD OF SERVICE			
Gulf War (9/2001 or later) veterans	(X)	80,888	23.7%
Gulf War (8/1990 to 8/2001) veterans	(X)	74,670	21.8%
Vietnam era veterans	(X)	123,980	36.3%
Korean War veterans	(X)	14,423	4.2%
World War II veterans	(X)	2,679	0.8%
SEX			
Male	2,330,768	311,497	91.1%
Female	2,461,543	30,337	8.9%
AGE			
18 to 34 years	1,371,144	25,807	7.5%
35 to 54 years	1,503,185	75,112	22.0%
55 to 64 years	804,846	64,793	19.0%
65 to 74 years	651,424	85,089	24.9%
75 years and over	461,712	91,033	26.6%
RACE AND HISPANIC OR LATINO ORIGIN			
White alone	3,818,161	286,811	83.9%
Black or African American alone	490,906	28,473	8.3%
American Indian and Alaska Native alone	13,134	1,010	0.3%
Asian alone	107,585	2,913	0.9%
Native Hawaiian and Other Pacific Islander alone	5,749	569	0.2%
Some other race alone	76,411	4,436	1.3%
Two or more races	280,365	17,622	5.2%
Hispanic or Latino (of any race)	188,823	10,102	3.0%
White alone, not Hispanic or Latino	3,777,617	284,199	83.1%
MEDIAN INCOME IN THE PAST 12 MONTHS (IN 2022 INFLATION-ADJUSTED DOLLARS)			
Civilian population 18 years and over with income	36,367	42,357	(X)
Male	(X)	42,705	(X)
Female	(X)	40,142	(X)
EDUCATIONAL ATTAINMENT			
Civilian population 25 years and over	4,221,723	339,075	(X)
Less than high school graduate7	357,542	18,560	5.5%
High school graduate (includes equivalency)	1,274,441	108,729	32.1%
Some college or associate degree	1,231,883	122,444	36.1%
Bachelor's degree or higher	1,357,857	89,342	26.3%
EMPLOYMENT STATUS			

Civilian population 18 to 64 years	3,679,175	165,712	(X)
Labor force participation rate	(X)	(X)	74.0%
Civilian labor force 18 to 64 years	2,855,693	122,705	(X)
Unemployment rate	(X)	(X)	2.5%
POVERTY STATUS IN THE PAST 12 MONTHS			
Civilian population 18 years and over for whom poverty status is determined	4,657,106	334,708	(X)
Income in the past 12 months below poverty level	565,023	29,003	8.7%
Income in the past 12 months at or above poverty level	4,092,083	305,705	91.3%
DISABILITY STATUS			
Civilian population 18 years and over for whom poverty status is determined	4,657,106	334,708	(X)
With any disability	843,482	113,071	33.80%
Without a disability	3,813,624	221,637	66.2%

https://data.census.gov/table/ACSST1Y2022.S2101?g=040XX00US29

Attachment G: Population 55+ Increase by Missouri County

County	Population 55+ 2020	Estimated Population 55+ 2030	Population Increase	Percentage Increase
Christian	10421	37840	27419	263.11%
St. Charles	47540	158532	110992	233.47%
Lincoln	7518	22839	15321	203.79%
Warren	5781	17001	11220	194.08%
Boone	20619	57119	36500	177.02%
Cass	17195	44435	27240	158.42%
Platte	13254	32905	19651	148.26%
Taney	11010	26252	15242	138.44%
Stone	9831	22567	12736	129.55%
Jefferson	35501	81107	45606	128.46%
Webster	6391	14291	7900	123.61%
Clay	35587	78324	42737	120.09%
Greene	53327	113375	60048	112.60%
Camden	13026	26476	13450	103.26%
Polk	6610	13347	6737	101.92%
Franklin	19940	39344	19404	97.31%
Laclede	7844	15022	7178	91.51%
Johnson	7984	15158	7174	89.85%
Clinton	4582	8594	4012	87.56%
Dallas	4052	7483	3431	84.67%
Callaway	7824	14442	6618	84.59%
Pulaski	5795	10643	4848	83.66%
St. Francois	13648	24946	11298	82.78%
Cape Girardeau	15281	27698	12417	81.26%
Jasper	23506	42585	19079	81.17%
Washington	5017	9030	4013	79.99%
Miller	5926	10654	4728	79.78%
Crawford	5983	10629	4646	77.65%
Cole	13796	24432	10636	77.09%
Cooper	3950	6807	2857	72.33%
Morgan	6454	11086	4632	71.77%
Benton	6509	11155	4646	71.38%
Barry	9270	15645	6375	68.77%
Phelps	9235	15413	6178	66.90%
Newton	12824	21120	8296	64.69%

County	Population 55+ 2020	Estimated Population 55+ 2030	Population Increase	Percentage Increase
Lawrence	8992	14749	5757	64.02%
Madison	3330	5228	1898	57.00%
Howell	10164	15915	5751	56.58%
Ralls	2460	3847	1387	56.38%
Pettis	5016	7821	2805	55.92%
Shannon	2239	3456	1217	54.35%
Andrew	3918	5919	2001	51.07%
Gasconade	4512	6760	2248	49.82%
Osage	3155	4717	1562	49.51%
Hickory	3754	5610	1856	49.44%
Carter	1620	2394	774	47.78%
Jackson	136653	200468	63815	46.70%
Randolph	5801	8481	2680	46.20%
Scott	9345	13606	4261	45.60%
Nodaway	4712	6855	2143	45.48%
McDonald	4610	6659	2049	44.45%
Ripley	3926	5668	1742	44.37%
Buchanan	20250	29165	8915	44.02%
Wright	4856	6991	2135	43.97%
Marion	7062	10100	3038	43.02%
Ste. Genevieve	4339	6165	1826	42.08%
Douglas	3807	5401	1594	41.87%
Maries	2416	3417	1001	41.43%
St. Louis City*	72920	103037	30117	41.30%
St. Clair	3393	4787	1394	41.08%
Adair	4957	6993	2036	41.07%
Bollinger	3063	4312	1249	40.78%
Butler	11087	15593	4506	40.64%
Henry	6482	9064	2582	39.83%
Pettis	9578	13328	3750	39.15%
DeKalb	2703	3707	1004	37.14%
Ray	5379	7257	1878	34.91%
Caldwell	2463	3304	841	34.15%
Moniteau	3275	4346	1071	32.70%
Lafayette	8406	10997	2591	30.82%
Dent	4315	5642	1327	30.75%
Clark	2040	2659	619	30.34%

County	Population 55+ 2020	Estimated Population 55+ 2030	Population Increase	Percentage Increase
Bates	4552	5886	1334	29.31%
St. Louis	235832	301950	66118	28.04%
Monroe	2679	3427	748	27.92%
Texas	6747	8581	1834	27.18%
Pike	4538	5768	1230	27.10%
Macon	4648	5895	1247	26.83%
Stoddard	8346	10530	2184	26.17%
Oregon	3158	3947	789	24.98%
Schuyler	1315	1641	326	24.79%
Montgomery	3372	4170	798	23.67%
Dade	2513	3090	577	22.96%
Wayne	4444	5434	990	22.28%
Reynolds	2005	2450	445	22.19%
Barton	3169	3845	676	21.33%
Daviess	2276	2706	430	18.89%
Livingston	4167	4893	726	17.42%
Cedar	4573	5350	777	16.99%
Ozark	3249	3781	532	16.37%
Vernon	5238	6021	783	14.95%
Howard	2556	2920	364	14.24%
Harrison	2975	3398	423	14.22%
Audrain	6729	7603	874	12.99%
Saline	6070	6787	717	11.81%
Holt	1689	1842	153	9.06%
Grundy	3327	3622	295	8.87%
Shelby	2027	2195	168	8.29%
Pemiscot	4771	5141	370	7.76%
Lewis	2709	2908	199	7.35%
Dunklin	9062	9709	647	7.14%
Carroll	3080	3266	186	6.04%
Iron	3041	3153	112	3.68%
Mississippi	3576	3680	104	2.91%
New Madrid	5068	4890	-178	-3.51%
Atchison	2019	1902	-117	-5.79%
Putnam	1721	1592	-129	-7.50%
Scotland	1440	1329	-111	-7.71%
Chariton	2773	2549	-224	-8.08%
Linn	4226	3817	-409	-9.68%

County	Population 55+ 2020	Estimated Population 55+ 2030	Population Increase	Percentage Increase
Knox	1413	1276	-137	-9.70%
Mercer	1251	1080	-171	-13.67%
Gentry	2198	1803	-395	-17.97%
Worth	798	646	-152	-19.05%
Sullivan	2060	1480	-580	-28.16%
Statewide Total	**1262873**	**2130184**	**867311**	**68.68%**

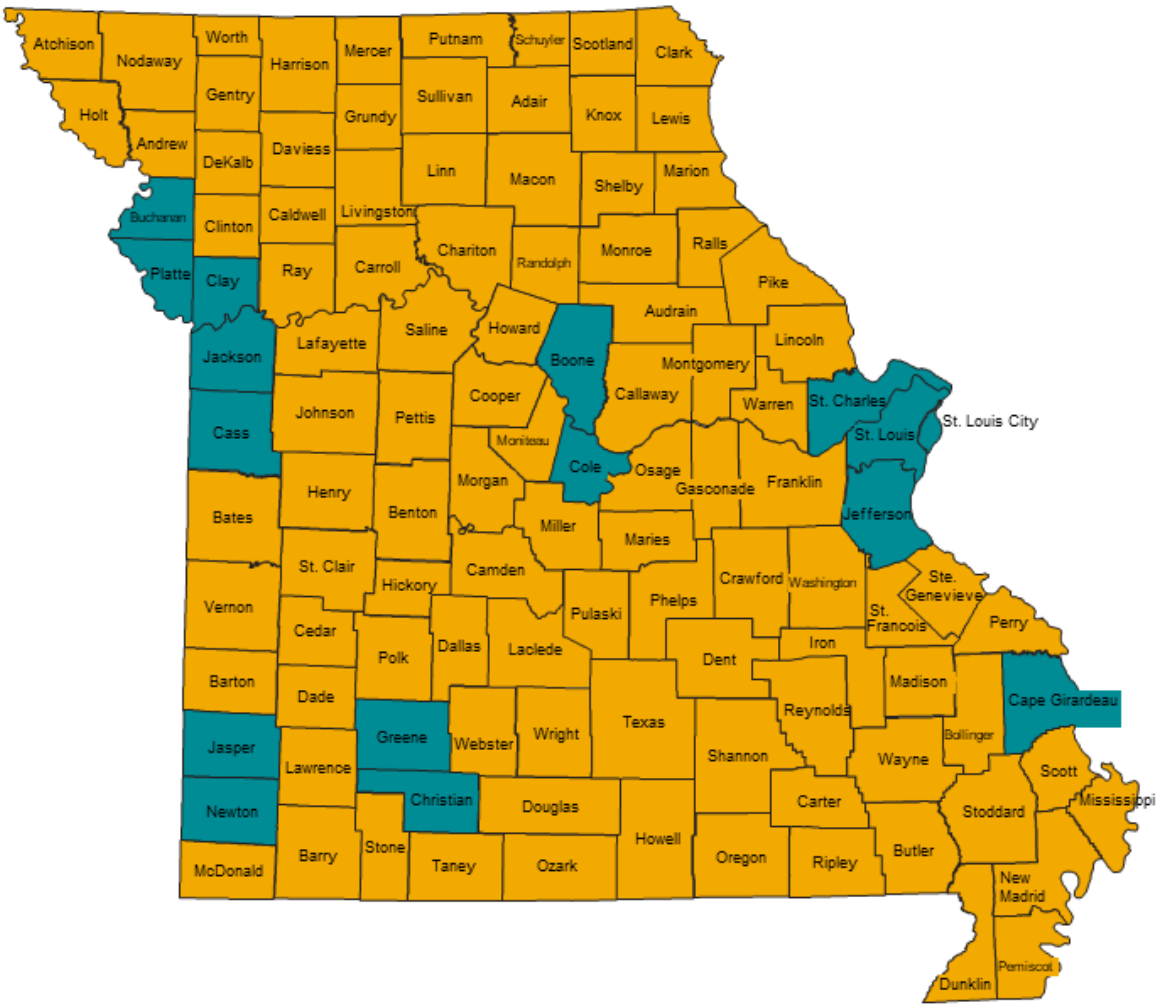
Attachment H: Missouri Disability Statistics

Individuals with Disabilities in Missouri

Label	Total		With a disability		Percent with a disability	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
Total civilian noninstitutionalized population	6,071,333	±1,805	913,707	±12,941	15.0%	±0.2
AGE						
65 to 74 years	639,908	±2,647	169,168	±5,011	26.4%	±0.8
75 years and over	436,988	±2,071	205,749	±5,079	47.1%	±1.1
DISABILITY TYPE BY DETAILED AGE						
With a hearing difficulty	(X)	(X)	262,255	±8,482	4.3%	±0.1
Population 65 to 74 years	639,908	±2,647	63,581	±3,729	9.9%	±0.6
Population 75 years and over	436,988	±2,071	99,938	±4,198	22.9%	±0.9
With a vision difficulty	(X)	(X)	174,385	±7,826	2.9%	±0.1
Population 65 to 74 years	639,908	±2,647	29,251	±2,717	4.6%	±0.4
Population 75 years and over	436,988	±2,071	39,733	±2,915	9.1%	±0.7
With a cognitive difficulty	(X)	(X)	368,564	±10,529	6.4%	±0.2
Population 65 to 74 years	639,908	±2,647	36,215	±3,000	5.7%	±0.5
Population 75 years and over	436,988	±2,071	53,443	±3,273	12.2%	±0.7
With an ambulatory difficulty	(X)	(X)	441,675	±9,789	7.7%	±0.2
Population 65 to 74 years	639,908	±2,647	105,336	±4,224	16.5%	±0.7
Population 75 years and over	436,988	±2,071	130,323	±4,668	29.8%	±1.0
With a self-care difficulty	(X)	(X)	160,142	±7,089	2.8%	±0.1
Population 65 to 74 years	639,908	±2,647	25,384	±2,139	4.0%	±0.3
Population 75 years and over	436,988	±2,071	45,465	±3,062	10.4%	±0.7
With an independent living difficulty	(X)	(X)	313,594	±9,140	6.7%	±0.2
Population 65 to 74 years	639,908	±2,647	52,299	±3,365	8.2%	±0.5
Population 75 years and over	436,988	±2,071	91,141	±4,256	20.9%	±1.0

https://data.census.gov/table?t=Disability&g=040XX00US29

Attachment I: Rural versus Urban Counties in Missouri



https://health.mo.gov/living/families/ruralhealth/pdf/biennial2022.pdf

Attachment J: Relative Distribution of Target Populations by County

	Greatest Economic Need		Minorities	Low English Proficiency	Formerly Incarcerated
County	Percent 55+ Below 125% Poverty	Percent 55+ Below 100% Poverty	Percentage Minority Population Over 65	Percent 65+ speaking English "less than very well"	Justice-Involved Individuals Under Supervision of Probation & Parole*
Adair	17.93%	11.70%	1.49%	0.39%	0.52%
Andrew	15.77%	11.88%	1.28%	0.00%	0.23%
Atchison	14.49%	10.23%	0.82%	0.00%	0.33%
Audrain	15.88%	10.89%	5.62%	0.00%	0.60%
Barry	18.07%	12.11%	2.52%	1.16%	0.47%
Barton	24.00%	18.48%	1.91%	0.57%	0.32%
Bates	15.81%	11.49%	2.23%	0.05%	0.68%
Benton	15.50%	11.70%	1.51%	0.31%	0.40%
Bollinger	20.09%	12.88%	1.83%	0.28%	0.41%
Boone	11.21%	8.42%	8.70%	1.23%	0.47%
Buchanan	17.20%	12.15%	4.19%	0.37%	0.35%
Butler	22.93%	15.85%	5.49%	0.07%	0.72%
Caldwell	23.06%	15.38%	1.35%	0.12%	0.39%
Callaway	14.83%	9.38%	3.88%	0.17%	0.55%
Camden	14.59%	10.95%	1.30%	0.41%	0.39%
Cape Girardeau	15.52%	11.85%	4.38%	0.11%	0.41%
Carroll	17.84%	9.98%	2.36%	0.00%	0.20%
Carter	22.27%	16.42%	2.15%	0.00%	0.71%
Cass	8.41%	5.33%	4.09%	0.24%	0.23%
Cedar	19.48%	11.16%	1.64%	0.02%	0.39%
Chariton	13.19%	9.59%	2.86%	0.00%	0.34%
Christian	12.89%	8.96%	1.45%	0.56%	0.24%
Clark	11.87%	7.67%	0.72%	0.00%	0.21%
Clay	10.17%	7.41%	5.32%	1.21%	0.20%
Clinton	14.51%	11.55%	2.89%	0.12%	0.17%
Cole	10.43%	7.18%	5.05%	0.29%	0.41%
Cooper	13.17%	8.21%	4.37%	0.09%	0.49%
Crawford	19.07%	11.76%	1.46%	0.20%	0.82%
Dade	17.01%	11.34%	1.72%	0.37%	0.36%

	Greatest Economic Need		Minorities	Low English Proficiency	Formerly Incarcerated
County	Percent 55+ Below 125% Poverty	Percent 55+ Below 100% Poverty	Percentage Minority Population Over 65	Percent 65+ speaking English "less than very well"	Justice-Involved Individuals Under Supervision of Probation & Parole*
Dallas	20.14%	11.79%	1.55%	0.70%	0.60%
Daviess	16.31%	9.32%	0.79%	0.17%	0.24%
DeKalb	13.58%	9.17%	1.82%	0.00%	0.29%
Dent	16.95%	13.42%	2.11%	0.17%	0.50%
Douglas	29.12%	23.03%	2.25%	0.35%	0.57%
Dunklin	24.31%	14.60%	7.13%	0.53%	1.05%
Franklin	10.64%	7.27%	1.56%	0.46%	0.31%
Gasconade	13.09%	9.54%	1.37%	0.52%	0.45%
Gentry	19.89%	15.85%	1.21%	0.00%	0.15%
Greene	15.38%	10.71%	3.22%	1.05%	0.47%
Grundy	22.72%	14.99%	1.68%	1.65%	0.46%
Harrison	23.51%	15.92%	1.21%	0.04%	0.17%
Henry	17.09%	11.08%	1.78%	0.00%	0.61%
Hickory	29.38%	18.93%	1.59%	0.78%	0.44%
Holt	15.17%	8.74%	1.19%	0.00%	0.28%
Howard	16.70%	11.87%	5.92%	1.21%	0.48%
Howell	26.09%	19.34%	2.22%	0.76%	0.35%
Iron	23.76%	18.41%	2.43%	0.07%	0.33%
Jackson	15.40%	11.36%	21.87%	1.77%	0.34%
Jasper	17.65%	12.89%	3.66%	0.93%	0.41%
Jefferson	10.65%	7.81%	1.74%	0.24%	0.34%
Johnson	11.10%	9.11%	5.06%	0.13%	0.37%
Knox	18.49%	13.17%	1.27%	0.00%	0.45%
Laclede	20.04%	15.56%	1.91%	0.47%	0.56%
Lafayette	13.72%	8.82%	2.79%	0.34%	0.33%
Lawrence	18.79%	13.52%	1.72%	0.45%	0.77%
Lewis	18.52%	14.46%	3.00%	0.00%	0.34%
Lincoln	14.38%	11.83%	2.98%	0.31%	0.43%
Linn	16.46%	11.12%	1.73%	0.24%	0.52%
Livingston	17.57%	12.32%	1.82%	0.08%	0.43%
Macon	23.05%	11.70%	1.80%	1.02%	0.17%

	Greatest Economic Need		Minorities	Low English Proficiency	Formerly Incarcerated
County	Percent 55+ Below 125% Poverty	Percent 55+ Below 100% Poverty	Percentage Minority Population Over 65	Percent 65+ speaking English "less than very well"	Justice-Involved Individuals Under Supervision of Probation & Parole*
Madison	14.68%	9.08%	1.45%	0.00%	0.48%
Maries	13.46%	16.18%	1.02%	0.00%	0.38%
Marion	18.70%	13.05%	4.18%	0.05%	1.10%
McDonald	17.56%	12.88%	4.83%	0.80%	0.39%
Mercer	20.13%	15.26%	1.30%	0.19%	0.23%
Miller	16.93%	10.96%	1.57%	0.00%	0.55%
Mississippi	26.98%	16.32%	14.78%	0.17%	0.90%
Moniteau	15.15%	10.47%	1.53%	0.59%	0.43%
Monroe	19.31%	16.01%	2.42%	0.00%	0.20%
Montgomery	14.85%	8.80%	2.54%	0.12%	0.78%
Morgan	23.83%	17.71%	1.74%	0.31%	0.68%
New Madrid	21.76%	15.07%	12.98%	0.40%	1.04%
Newton	14.77%	9.99%	3.91%	1.42%	0.29%
Nodaway	12.60%	9.35%	1.27%	0.44%	0.30%
Oregon	29.99%	19.93%	3.36%	0.00%	0.51%
Osage	10.61%	6.75%	0.73%	0.38%	0.19%
Ozark	26.60%	21.10%	1.00%	0.00%	0.62%
Pemiscot	27.37%	18.71%	20.18%	0.22%	0.58%
Perry	11.87%	8.32%	3.16%	0.08%	0.37%
Pettis	15.62%	11.28%	3.89%	3.20%	0.58%
Phelps	15.98%	12.35%	4.23%	0.66%	0.42%
Pike	21.66%	16.47%	4.03%	0.04%	0.53%
Platte	8.88%	6.62%	6.16%	1.55%	0.16%
Polk	16.71%	12.25%	1.11%	0.74%	0.42%
Pulaski	19.17%	16.61%	11.53%	3.08%	0.51%
Putnam	13.44%	6.55%	1.10%	0.00%	0.32%
Ralls	20.23%	14.76%	1.70%	0.00%	0.25%
Randolph	19.12%	15.25%	5.04%	0.22%	0.85%
Ray	11.44%	7.89%	2.47%	0.42%	0.32%
Reynolds	17.37%	13.43%	2.37%	0.00%	0.75%
Ripley	27.61%	21.29%	2.61%	0.07%	0.54%

	Greatest Economic Need		Minorities	Low English Proficiency	Formerly Incarcerated
County	Percent 55+ Below 125% Poverty	Percent 55+ Below 100% Poverty	Percentage Minority Population Over 65	Percent 65+ speaking English "less than very well"	Justice-Involved Individuals Under Supervision of Probation & Parole*
Saline	6.02%	12.43%	5.49%	1.81%	0.03%
Schuyler	25.81%	12.15%	0.90%	0.00%	0.15%
Scotland	11.73%	10.16%	0.57%	0.49%	0.04%
Scott	18.74%	13.99%	8.32%	0.01%	0.54%
Shannon	25.26%	16.23%	3.10%	0.00%	0.01%
Shelby	9.81%	15.35%	0.54%	0.00%	0.00%
St. Charles	20.04%	4.27%	5.09%	0.89%	2.89%
St. Clair	16.27%	18.80%	1.76%	0.62%	2.28%
St. Francois	16.20%	12.82%	1.54%	0.17%	9.71%
St. Louis	19.48%	18.86%	49.34%	2.28%	4.20%
St. Louis City	23.70%	7.26%	20.50%	2.08%	18.11%
Ste. Genevieve	20.39%	7.48%	1.18%	0.41%	0.90%
Stoddard	18.82%	11.83%	1.70%	0.00%	0.70%
Stone	15.45%	11.24%	1.53%	0.10%	0.31%
Sullivan	18.12%	10.82%	1.49%	1.82%	0.53%
Taney	16.18%	11.20%	2.22%	0.67%	0.47%
Texas	23.93%	18.23%	2.48%	0.31%	0.52%
Vernon	15.65%	11.48%	1.51%	0.93%	0.34%
Warren	7.95%	5.74%	2.62%	0.00%	0.51%
Washington	19.32%	11.53%	2.44%	0.38%	1.01%
Wayne	27.51%	20.37%	2.02%	0.00%	0.88%
Webster	13.78%	10.15%	1.53%	0.65%	0.43%
Worth	19.85%	9.61%	1.20%	0.00%	0.48%
Wright	17.68%	13.50%	1.77%	0.10%	0.00%

*There are 303 probationers and parolees out of state 51 are unknown.

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In PY2023, the total cost of the Missouri SCSEP program is $2,194,776.00. $1,975,141.00 (90%) is funded through a U.S. Department of Labor grant 23A60AD000042-01-01. The other $219,635.00 (10%) is funded through non-Federal resources.